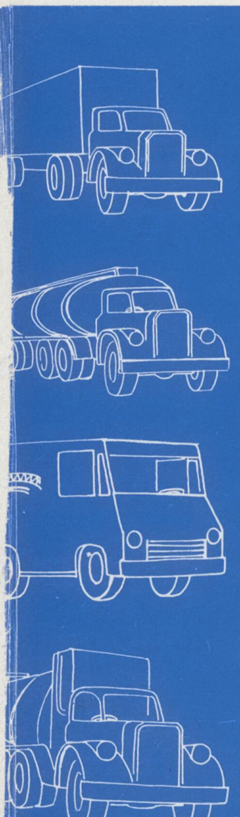
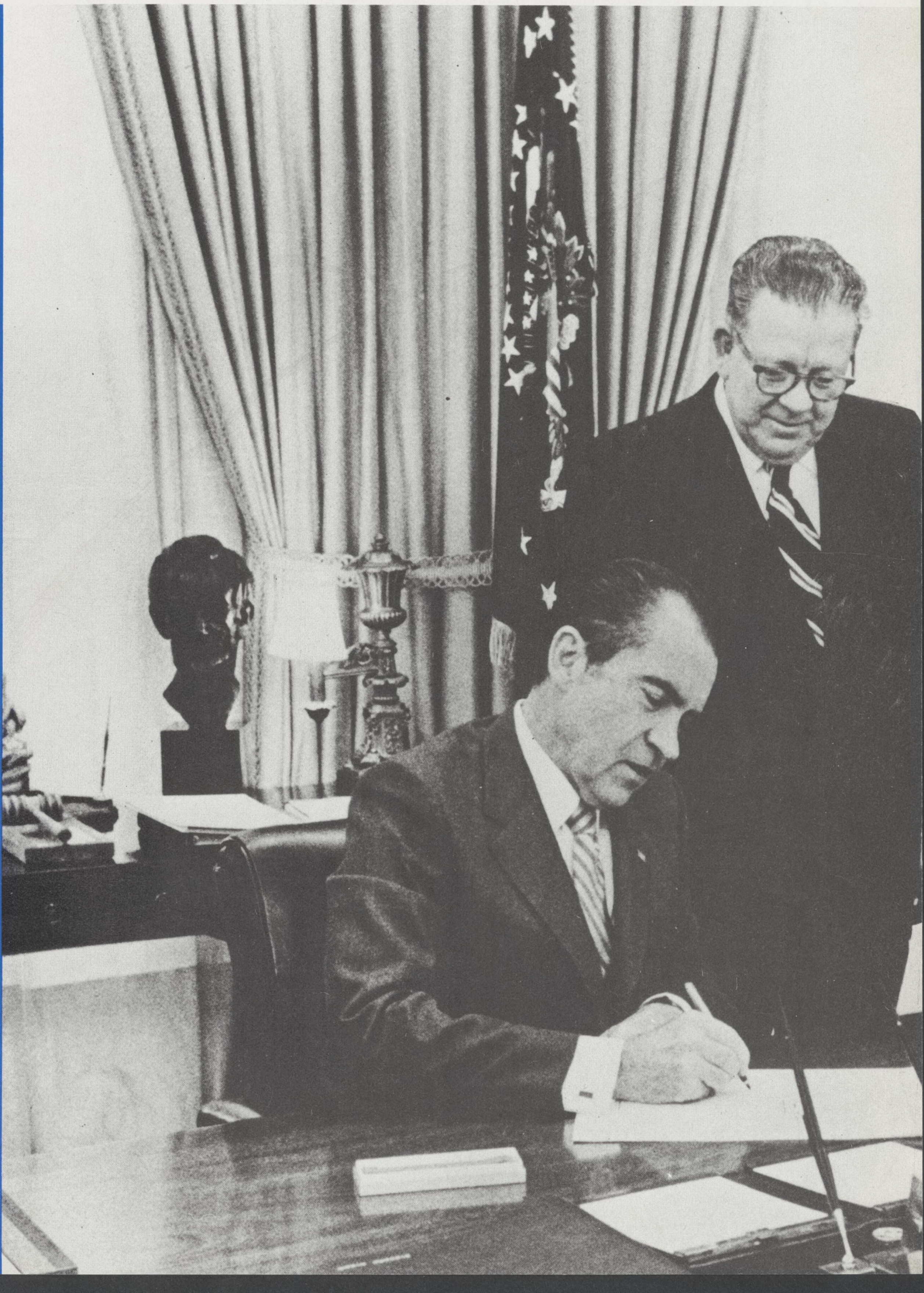
THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

JANUARY 1971





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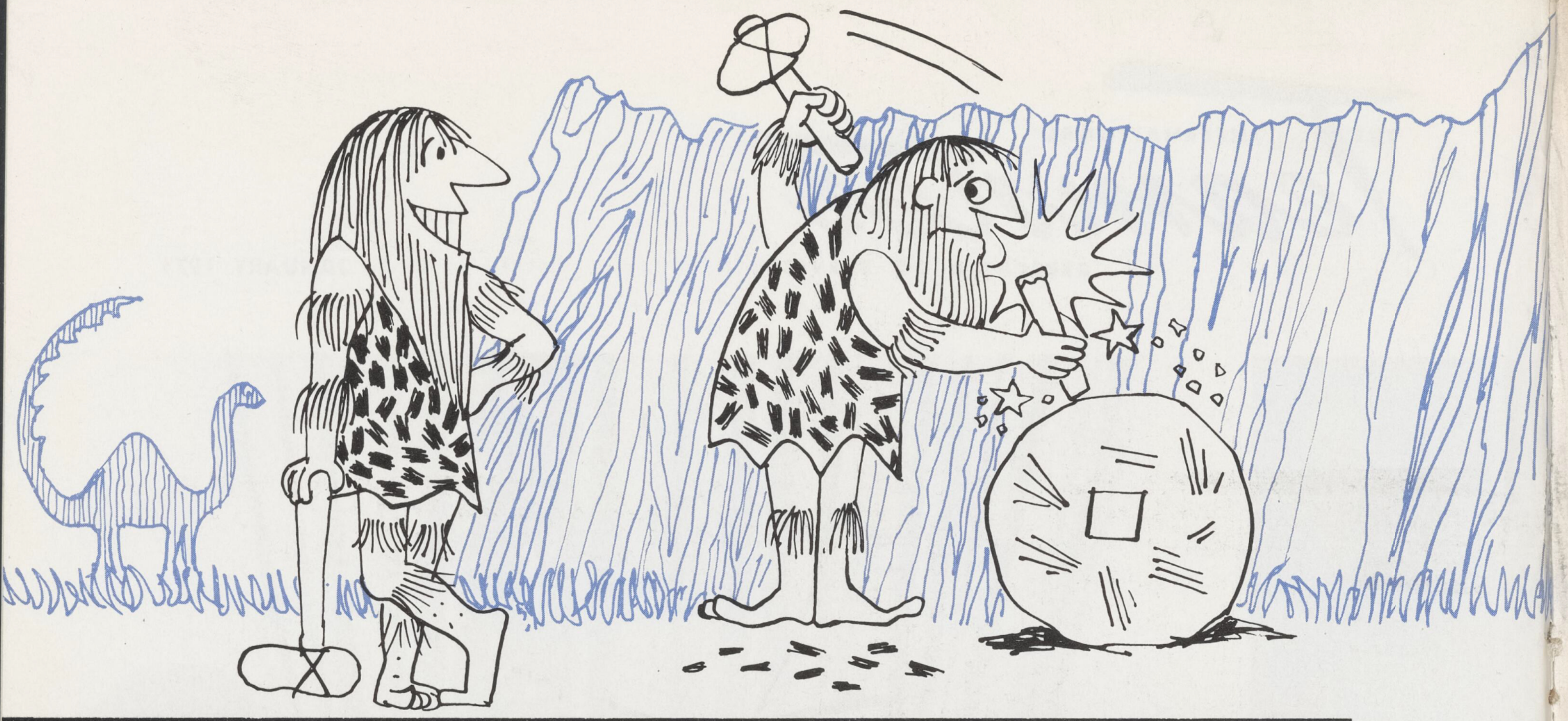

LABOR'S PLACE IN HISTORY

A CARTOON some years back showed a caveman leaning on his club while watching another caveman chisel a wheel out of a block of granite. The observer asked: "What good is that thing?—you can't hit a woman with it."

No one knows who the first wheel maker was nor is there any record of his craftsmanship which must have been quite primitive. But somewhere in history there developed very early a wheel maker of skill and speed who produced a wheel better than any other. It would roll well and not break.

When this craftsman's expertise became famous, he undoubtedly was besieged by wheel users desiring his product and willing to pay extra for it—an additional sack of grain, a fine fur or whatever.

Finally there came a time when the greatest wheel maker of his day—or his carefully instructed descendant—became a merchant who trained apprentices sworn to trade secrecy so as to turn out fine wheels on a crude production line. Wheels reasonably priced, that would roll well and not break.

Millions of wheels have been manufactured since then and their intrinsic value has diminished as the load they carry has increased in value. Still, everything else is valueless without wheels. Today, each wheel is a pulse beat for the heart of every nation's economy.

Wheels now have reached the stature of being accorded a make-or-break role in terms of inflation and employment. For example, the recent second "Inflation Alert" issued by the President's Council of Economic Advisers criticized the wage settlement negotiated by the United Auto Workers with General Motors, calling it an inflationary contract.

The UAW then turned its attention to negotiations with Ford Motor Co. An agreement was reached shortly in what is called the "industry pattern." This brings us to the point of our story.

Only one newspaper in the nation, the Washington (D.C.) *Post*, delivered the story of the UAW-Ford settlement to its readers with the proper perspective. The *Post* published a brief, eloquent headline over its story: "UAW Okays Pact; Ford Raises Prices."

The *Post* headline portrayed one of the root causes of inflation in the United States today—as spelled out by Teamster General Vice President Frank E. Fitzsimmons in the December, 1970, issue of *The International Teamster*:

"Working people," said Fitzsimmons, "whether they belong to unions or not, do not control the hardrock financial decisions of business and industry. Company management, when faced with increasing operating costs in *any* area, has the immediate recourse of cutting costs in some manner or raising prices to customers so as to maintain its profit structure. The wage earner, on the other hand, has no recourse . . ."

And that's the way it has come about again. UAW members at Ford negotiated an agreement providing wage gains to help them catch up with the zooming cost of living. Ford, an hour after details of the contract were made public, raised its prices for the third time since early last autumn.

The net result: UAW wage gains at Ford are frozen for the 3-year life of the contract while Ford's profit structure will be free to swing instantly upward during the same period.

The ugly moral of this inflation story is an old one: People may be victims of the cost-of-living increase but profits are never the victim of the cost-of-producing increase.

Long-sought protection against multiple taxation by various states of road drivers' earnings became reality late in December when President Nixon signed legislation passed by the Congress. Teamster General Vice President Frank E. Fitzsimmons who sought the legislation and his Executive Assistant Weldon Mathis were present when the President signed the bill.

New Legislation Protects Drivers From Double State Taxes

AT A WHITE HOUSE ceremony witnessed by Teamster General Vice President Frank E. Fitzsimmons, President Richard Nixon signed into law legislation which will prevent any but a road driver's home state from taxing his earnings.

Fitzsimmons worked throughout the last session of the Congress for this legislation to prevent a double tax drain on road driver's paychecks.

In the past, some drivers have been subjected to tax from states through which they drove in inter-state commerce, even though such states were not their home domicile.

Fitzsimmons called the new law hallmark legislation. Said the General Vice President:

"Perseverance in this just cause has paid off for our drivers. I think the legislation graphically demonstrates how legislative action sometimes goes hand-in-hand with collective bargaining.

"As a result of the legislative action, our over-the-road drivers will no longer be subjected to double-taxation, and wages won at the bargaining table are now protected from this double jeopardy by law."

In the past any state could require an employer to withhold tax money and make a driver prove he did not owe any tax. The new law shifts the burden to establish tax liability from the employee to the state.

The new law was approved by a Senate-House Conference Committee, and specifies that states are prohibited from withholding state income taxes in any but the state of residence or the state where a driver earns more than 50 per cent of his income.

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THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume 68, No. 1 **January, 1971**

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Census Bureau Questions
Come Up
With Some Answers

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The FIELD

Testimonial Dinner Takes Unhappy Turn

A testimonial dinner that had been planned to honor Edward A. Hughes, secretary-treasurer of Teamster Local 560 of Union City, N.J., became a memorial tribute when he died suddenly a few days earlier than the scheduled event.

More than 1,500 friends and associates of Hughes gathered at the banquet in his honor and those closest to him talked of their life-time association with the Teamster leader.

Sam Provenzano, Local 560 president, announced that a bronze plaque would be dedicated to Hughes and placed at the local union's headquarters.

Leukemia Society Post Goes to Local Officer

Lee Kearney, secretary-treasurer of Teamster Local 952 in Orange, Calif., recently was elected to the national board of trustees of the Leukemia Society of America.

Kearney has long been active in health care programs in his area and was instrumental in helping to establish the first leukemia chapter in Orange.

The Teamster leader once served a 2-year term on the California Hospital Advisory Council at the appointment of former governor Pat Brown.

Three Teamster Sons Win 17 Medals

Paul V. Healey, Sr., a member of Teamster Local 25 in Boston, Mass., is very proud of the Vietnam achievements of three of his sons who have won a combined total of 17 medals.

Paul V. Healey, Jr., has received nine citations, George Healey was awarded six medals, and William K. Healey has two medals.

Teamster Healey has yet a fourth son, Robert J., who is taking basic training in the marines. The father has been a member of Local 25 for 22 years.

Iowa Local Sponsors Trip for Student

Teamster Local 238 of Cedar Rapids, Ia., has provided a full scholarship for a high school senior taking part in an "Experiment in International Living" program.

Harry Wilford, Local 238 secretary-treasurer, said the union also provided the expenses for Wayne Cornell, a student who spent the summer with a family in Austria.

The youth's father, William Cornell, is a member of Local 238. The "experiment" program is financed entirely by private contributions.

Seattle Sec.-Treas. Enters Retirement

Joseph S. Collins has retired as secretary-treasurer of Teamster Local 227 in Seattle, Wash., after serving as an officer since 1958.

Collins first joined Local 227 in 1923 and later transferred to Local 66. In 1942, Collins came back to his original local union.

Cincinnati Driver Wins Safety Award

Ernie Escher, a member of Teamster Local 100 in Cincinnati, O., recently won recognition for his 36-year safe-driving record as an employee of United Parcel Service.

Before coming to UPS, Escher also compiled four years of safe driving at Shillitos, a Cincinnati department store.

Illinois Local Officer Now Enjoys Retirement

C. P. Noel, a long-time officer of Teamster Local 971 in Belleville, Ill., has decided to retire after 36 years in the union movement.

Noel first became a union member in 1934 and was a charter member when Local 970 was formed in 1938. He was elected president of the union a year later and also served as secretary-treasurer and business agent at various times until Local 970 merged with Local 971 in 1955.

Shortly after the merger, Noel became president of Local 971 and held the post until his retirement.

San Jose Officer Takes Retirement

Fred Hofmann, secretary-treasurer of Teamster Local 287 in San Jose, Calif., soon will retire after more than 30 years as a union representative.

Hofmann became a business agent for the local union in 1939 and six years later was elected secretary-treasurer, retaining that post through the years.

Friends and associates planned a testimonial dinner for Hofmann late in January.

Message of the General Vice President

Teamsters and Farm Workers

FOR some time now, turmoil has prevailed among the farm workers in the state of California. It is a situation which works hardship on the workers, upon the growers, and is certainly a situation which must leave the general public thoroughly confused.

With the belief that no solution is possible until misunderstandings are unraveled, I wish to make the following observations:

First, it should be noted that on two different occasions, I and my assistants met and had thorough discussions concerning the differences of the Teamsters with the United Farm Workers Organizing Committee (UFWOC). While on both occasions we in the Teamsters left the meetings believing a thorough understanding on jurisdiction had been worked out, the fact is that the UFWOC continues to boycott lettuce of employers who then and still have contracts signed and in effect with the Teamsters Union.

Many must wonder just what the Teamster interest in farm workers is. For more than 10 years, the International Brotherhood of Teamsters and its affiliates have had contractual relations with two of the largest California growers of lettuce and celery. These growers are Bud Antle, Inc., Salinas, California, and Mapes Packing Company, Brentwood, California.

The wages, hours and working conditions spelled out in these agreements today exceed all other contracts under which farm workers labor.

Lettuce and celery harvested and packaged under these two agreements carry a union label on shipping cartons, thus making it very easy for concerned consumers to identify produce harvested under decent wages and conditions for the workers involved.

In short, Teamsters have been the pioneers in bringing union wages, hours and conditions to the most exploited workers in the American labor force. While we have no interest in raiding jurisdiction which belongs to the UFWOC, we have a definite interest in protecting workers whom we have long represented and who have benefited from our efforts in collective bargaining in their behalf. We will protect that jurisdiction.

We still stand by our agreement with the UFWOC on jurisdiction which defines 'field labor' as belonging to the UFWOC, and defines Teamsters' jurisdiction as those presently under contract and that jurisdiction which begins with processing in the fields.

I believe it should be further noted that for years, it was to the advantage of the growers not to have any labor law applicable to the farm workers. This helped for years to keep the farm workers unorganized. Now, that barrier has been broken.

The simple fact now is that to restore order to agriculture in California, and in all parts of the country, legislation which brings farm workers under the regulations of the National Labor Relations Act must be passed. In fact, if farm workers today were afforded that protection, the turmoil which works to the hardship of all concerned would not exist.

We in the International Brotherhood of Teamsters ardently support such legislation, and sincerely hope that the Congress will show the way in working for enactment of such a law.

Not only would such legislation bring order to labor-management relations in agriculture, but also it would serve well to give farm workers the free choice of union membership.

We in the Teamsters interpret the intent of Congress to be free choice of unions. We do not interpret that intent to mean that farm workers are chattel to be exchanged back and forth between unions to placate the popularity of a given public figure at a given time.

Frank E. Fitzsimmons

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

STATE OF THE UNION

Membership in Teamsters Hits Record in November

MEMBERSHIP IN THE International Brotherhood of Teamsters hit an all-time high in November, 1970, with Teamster local unions paying per capita tax on 2,050,198.

Teamster General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn announced the new membership figures in a joint statement, which declared:

"We are especially proud of this new achievement in membership since it comes at a time when unemployment in the nation stands at 5.8 per cent of the national work force.

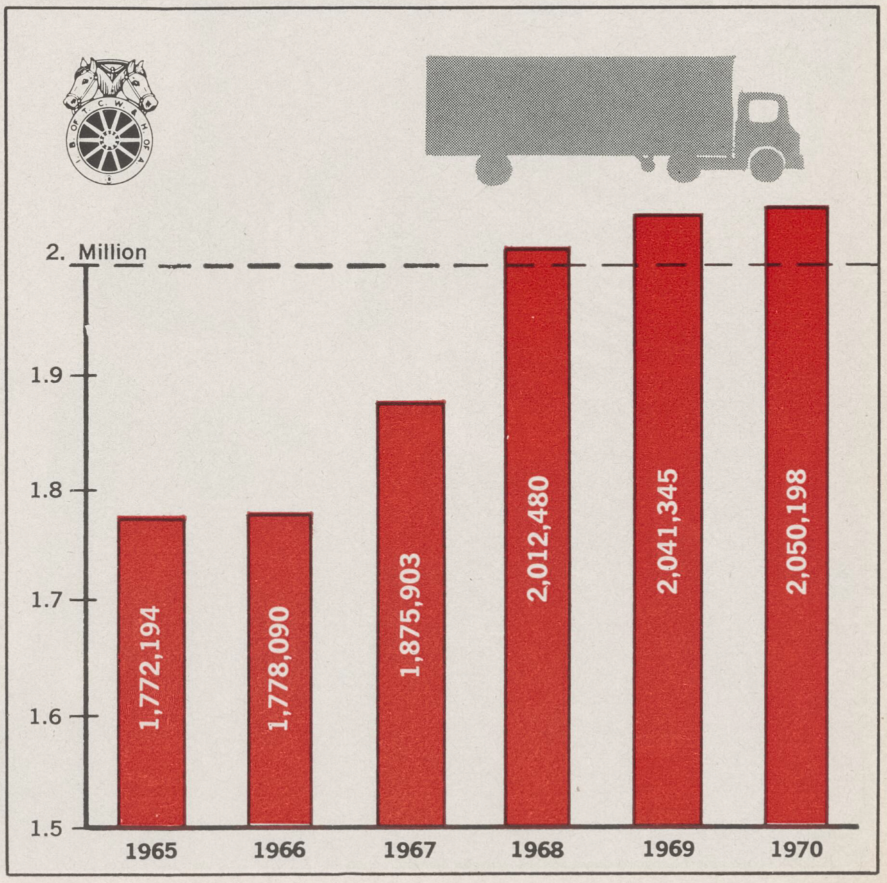
"With government policies against inflation and high living costs actually encouraging partial idling of the work force and with national productivity below levels of previous years, the November, 1970, membership figure represents a gain of nearly 9,000, over a year ago November when membership stood at 2,041,345.

"We view this development as an indication that workers more and more are turning to the Teamsters in an effort to obtain job security and that the nation's work force is primarily concerned with the economic condition of the country, rather than stressing a priority for other troubles which the country faces."

Fitzsimmons and Flynn pointed out that this year's membership high represents a gain of more than 42,000 over 1968, the year Teamster membership roles went over the two million mark.

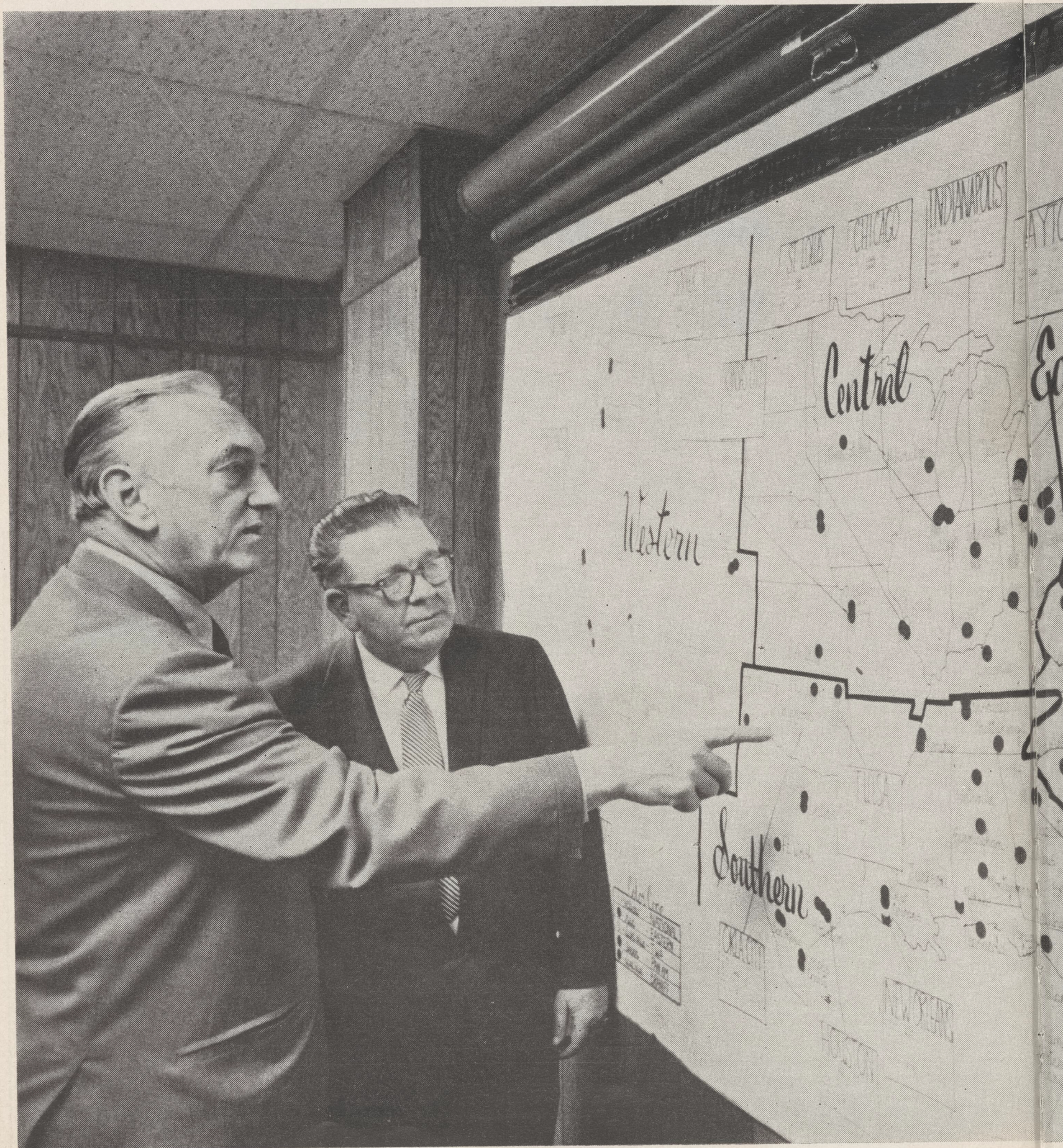
The growth pattern of the International Union over the past decade is reflected in the figures which follow:

1960	1,700,000
1961	1,720,000
1962	1,743,303
1963	1,751,868
1964	1,762,100
1965	1,772,194
1966	1,778,090
1967	1,875,903
1968	2,012,480
1969	2,041,345

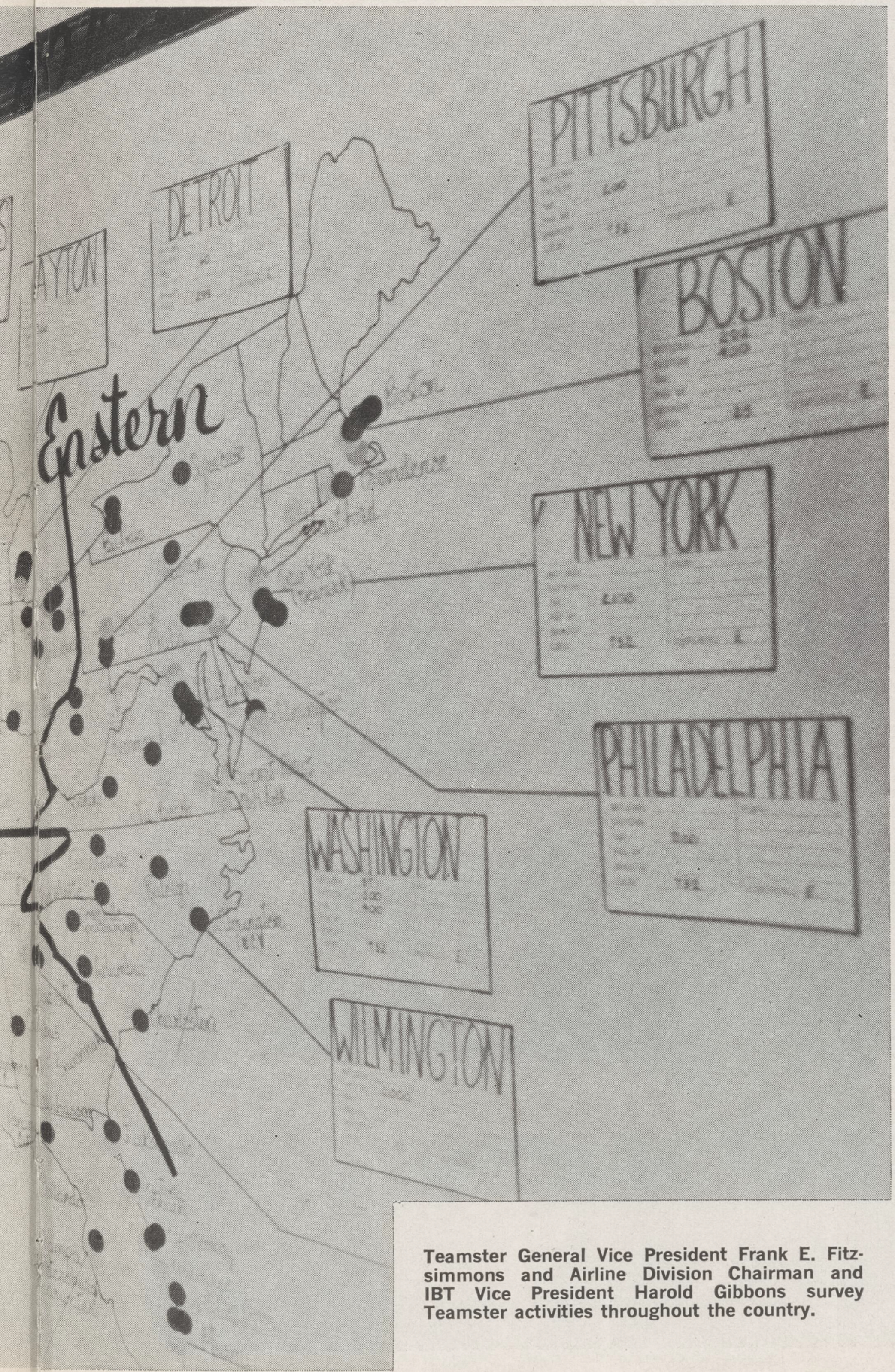


Evaluation Session

Teamster Airline Division Meets —As


ST. LOUIS
CHICAGO
INDIANAPOLIS
Central
Western
Southern
TULSA
OKLA. CITY
NEW ORLEANS
HOUSTON

—Assesses Goals and Member Representation



Teamster General Vice President Frank E. Fitzsimmons and Airline Division Chairman and IBT Vice President Harold Gibbons survey Teamster activities throughout the country.

THE AIRLINE Division of the International Brotherhood of Teamsters met last month in Miami, Florida, to re-evaluate goals in airline industry organizing, and to plan for better representation of members now working under Teamster airline contracts.

The two-day meeting of the division turned its attention to a variety of subjects including:

—Streamlining of grievance procedure;

—Assessment of the growing volume of freight hauled by air cargo planes;

—New techniques of freight handling and its impact upon Teamster jurisdiction in the airline industry;

—The changing nature of the work force, with more and more young workers seeking careers with the airlines.

Guidelines

Top officials of the International Union were on hand for the meeting, with Teamster General Vice President Frank E. Fitzsimmons outlining key guidelines for membership representation in the airlines and guidelines for future organizing.

General Secretary-Treasurer Thomas E. Flynn addressed the opening session of the meeting, telling delegates that his office is well aware of the growing impact upon the movement of freight by airlines. Flynn pledged the airline division the complete cooperation of his office in all aspects of the division's work.

IBT Vice President and Airline Division Chairman Harold J. Gibbons attended all sessions, and gave delegates his assessment of the division's position in future organizing and in proper representation of members already organized. Gibbons laid particular stress to streamlining grievance procedure on a system-wide basis.

Air Freight

Fitzsimmons told the delegates:

"No one on the International Union general executive board underestimates the part the airlines will play in the movement of freight in the immediate future. We on the general executive board know that this role will be very

Teamster General Secretary-Treasurer Thomas E. Flynn and General Vice President Frank E. Fitzsimmons were in attendance at the airline division sessions and addressed the delegation.

significant, and with the development of new equipment and new materials handling techniques, we know that air freight will grow by leaps and bounds."

The general vice president told delegates they must be judicious in the targets they set in bargaining, in new organizing, and he called upon Teamster representatives working in the airline industry to assess the values of the younger members of the work force in the airline industry.

"The young people you represent and those who will be organized in the future are intelligent, are definitely aware of the values they seek to establish in collective bargaining, and they want intelligent answers to their questions.

"With this type of membership, all Teamster representatives will have to accentuate the positive, will have to forget personalities in providing the kind of representation these young people will demand," Fitzsimmons declared. "The biggest danger for any representative of organized labor today," he said "is for that representative to overestimate himself and underestimate the membership."

The delegates, from local unions across the country with airline jurisdiction, adjourned with the feeling that the meeting was one of the most productive ever held by the Airline Division.

Norman Greene

William Genoese

Joe Cotter

William Lyden

Henry Breen

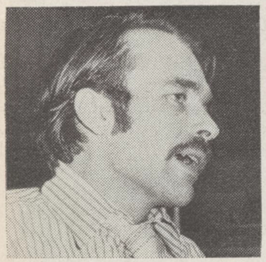
Mike Dunn

Duane Barnett

Nick Giraffa

Tony Sciarrotta

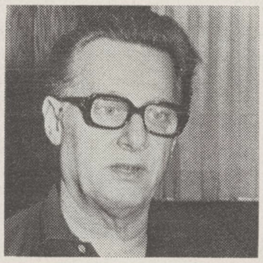
Marvin Griswold



Dave Marshall

Jim Wheeler

Ron Borges



William Olsen

Bill Sommerville

From Fitzsimmons

Teamster Affiliates Urged To Sign Public Employees

TEAMSTER local unions have been encouraged to utilize a recent International Union survey of public employee organization as an aid in developing organizing campaigns among such workers.

In a letter to all area directors and leaders of joint councils and local unions, General Vice President Frank E. Fitzsimmons noted the survey shows Teamster affiliates already represent more than 57,000 public employees. He added:

"I strongly urge you to review this study, and to use it as a springboard to develop an organizing campaign among public employees at all levels of government."

Fitzsimmons continued:

"This is a fertile field for expanding Teamster membership . . . Unionization of public employees has been facilitated by recent legislation recognizing the right of public employees to organize and to negotiate collective bargaining agreements."

An Example

He cited as an example of the broadening law the recent passage of a bill in Pennsylvania giving the right to organize to state, county and municipal employees.

Nevertheless, Fitzsimmons emphasized, the Teamsters Union is no Johnny-come-lately to the field of public employee unionism. He said, "We have represented such employees and bargained for them for decades."

The International Union survey discovered that a study by the International City Managers' Assn., in 1968 looked into the extent of union representation in cities with 10,000 or more population and reached this conclusion: "Outside of the State, County, and Municipal Employees, the Teamsters Union seems to have had the greatest success in organizing municipal employees in a variety of functions."

The ICMA continued: "The across-the-board nature of Teamster representation also shows up in the fact that it represents employees in independent as well as in central and suburban areas and in cities with various forms of government. It is clear that the Teamsters is a union to be reckoned with in municipal employee-management relations."

Fitzsimmons stated:

"Our own survey shows that 170 Teamster local unions represent and bargain for public employees. We have just begun to scratch the surface, however."

Time Is Ripe

"Because the time for public employee organization is ripe, because legislation is becoming more favorable, and because the Teamsters Union has long experience in this area with contracts among the best in the field of public employed—for these reasons," said Fitzsimmons, "the general executive board has gone on record favoring expansion of our organizing efforts among public employees."

Fitzsimmons described the situation as "a challenge which we can and should meet successfully."

The International Union survey revealed that:

—More than 60 per cent of Teamster-represented public employees work for a city or municipality; an additional nine per cent work for a municipal special authority such as housing.

—Seven of every 10 public employees working under Teamster-negotiated contracts or represented by Teamster local unions operate at the city, town, or village level.

—County employees account for slightly under 10 per cent and state employees comprise six per cent of the public workers for whom the Teamsters Union bargains.

In terms of work function or activity:

—Nearly 28 per cent of the public workers represented by the Teamsters are engaged in providing sanitary services such as sewage and refuse collection. (Local 831 in New York City represents about 10,000 such workers.)

—Street and highway employees account for about 25 per cent of the total Teamster-represented public employees.

—Slightly more than 12 per cent are engaged in non-instructional work in public education.

—Public welfare employees account for about 10 per cent.

—The remainder of the Teamster-represented public employees are engaged in parks and recreation work, police and fire protection, public utilities, public health and hospitals, public transportation and other activities.

Keep America Beautiful

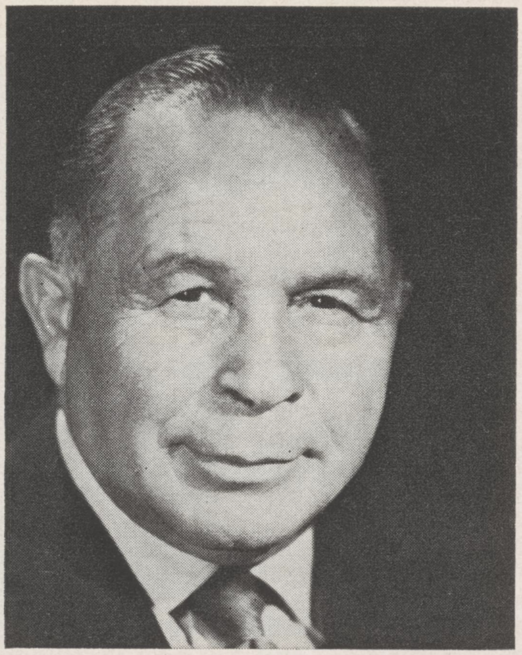
Walter Shea (second from left), administrative assistant to Teamster General Vice President Frank E. Fitzsimmons, discusses plans for the Boy Scouts "Keep America Beautiful Day" with David P. Reynolds (second from right), chairman of the event; Explorer Scout Mike Jones of Washington, D.C., and James C. Bowling, assistant chairman.

DOMINICK CALABRESE

1912-1970

International Vice-President

I. B. OF T. C. W. & H. OF A.



DOMINICK CALABRESE, eighth vice president of the International Union, died suddenly December 27, 1970, in Hollywood, Florida. Calabrese had been a member of the Teamster general executive board since 1966, having been appointed to that position by General President James R. Hoffa, in June of that year. He was reelected without opposition at the Union's convention in July, 1966.

The New Jersey Teamster leader had gone to Florida for the Christmas Holidays. He was stricken with a heart seizure early the morning of December 27th, and died a few hours later in a Florida hospital.

Services were held December 31, at the Greenville Memorial Funeral Home in Jersey City, N. J., followed by a High Requiem Mass at Our Lady of Mercy Church in that city.

In lieu of flowers, the family requested that donations be made to Deborah Hospital, Brownsville, N. J., or the St. Joseph Home of the Blind, Pavonia Avenue, Jersey City, N. J.

Calabrese took his position on the International Union general executive board from a heritage of Teamsterism. His father was a charter member of Teamster Local 641, where he began working as a coal carrier for the Tonnelley Coal Company in Jersey City, N. J.

In 1930, having completed the 8th grade in school and forced to find a job, Dominick followed his father to the coal company where he labored as a carrier and became a member of Local 641.

Calabrese had five brothers, all of whom were truck drivers and members of the Teamsters. Two of his sons are rank and file Teamsters, as is a son-in-law.

Teamsterism had been a way of life for Dominick Calabrese. Not long after becoming a member of Local 641, he became a shop steward, and in every job he had—always in Teamster jurisdiction—he was chosen steward.

In 1940, Calabrese became a member of Local 641's executive board as a trustee. In 1954, he became a business agent for the local union, and in 1958, he was elected secretary-treasurer of the local union. He served in that capacity until his death.

Recognized throughout the International Union for his leadership abilities, Calabrese shortly thereafter became president of Joint Council 73 in Jersey City.

Always a family man, Calabrese was quick to point out that his four children had given him nine grandchildren. For Dominick and his wife Mary—they had been married 40 years—parenthood produced even numbers, two boys, two girls.

When not on the go as a union official, at meetings, in negotiations, out on the job talking to members, Dominick and Mary enjoyed their status as grandparents.

Born February 17, 1912, Calabrese counted his 58 years as fortunate ones in which he spent 40 as a Teamster.

In his capacity as International Union vice president and as general organizer Calabrese was responsible to the general executive board for the New Jersey area where he spent a lifetime and where he was intimately familiar with the needs and desires of rank and file Teamsters.

Upon learning of Calabrese's death, General Vice President Frank E. Fitzsimmons said:

"We in the International Union have lost a dear friend. The Teamsters throughout the country have lost an untiring servant, and Teamsters in New Jersey have lost one who knew the heartbeat of needs and desires of working men and women in that area.

"We are deeply saddened by his death and we will miss him. He leaves a legacy for all of us which is the example he set every day of his life, and it is one of brotherhood and a deep dedication to the Teamster movement and the men and women for whom he worked."

Calabrese is survived by his wife, Mary; two sisters, Angelina and Anna; four brothers, Vincent, Angelo, Anthony and Michael; two daughters, Lucille and Sharon; two sons, Michael and Joseph; and nine grandchildren.

During a Strike

Company Cannot Induce Workers To Dump Their Union Affiliation

Strike-bound companies are in violation of federal law if they attempt to induce strikers to quit their union, according to a recent ruling by a federal district judge in Minneapolis, Minn.

The precedent-setting decision was delivered by U.S. District Judge Earl Larson on an injunction brought against Northwest Airlines by the Brotherhood of Railway Clerks AFL-CIO.

Significant Case

The case had significance for all unions with members working in industry covered by the Railway Labor Act which applies to airlines as well as the railroads.

Judge Larson, in granting the BRC injunction against Northwest, said the company's action in trying to get the union members to quit their union could have "an effect upon the length of the strike, the terms of the settlement, and the strength of the union after the settlement."

In detail, the BRC contended—and the judge agreed—that Northwest had violated the law by trying to get its employees to leave the BRC and return to their jobs; by telling the workers that union membership requirements would not be enforced for those who continued to work, and by advising the workers that the company would protect them in the future against reprisals or discrimination by the union.

Union Position

The union, in this instance, asserted that Northwest's policy was devious and directly aimed at undermining the union.

Northwest, strike-bound for three months at the time the injunction was filed, had continued to operate its profitable flights mostly overseas but let its break-even or unprofitable schedules go by the wayside. Thus, the case involved no problem of public interest insofar as the strike itself was concerned—a factor which undoubtedly influenced the judicial decision.

Judge Larson stated: "Preventing Northwest from directly inducing union members to leave the union protects the organizational integrity of the employees while at the same time it does not completely foreclose Northwest from continuing operations."

● Jersey Win

Employees of Liquid Carbonic Corp., of Burlington township in New Jersey recently voted unanimously for representation by Teamster Local 843 of Union, N.J.

Charles J. La Motta, secretary-treasurer of Local 843, credited Alex Fitzsimmons, business representative, with doing an outstanding job of organizing.

Also on the ballot was Firemen's Local 473 AFL-CIO.

Jurisdiction Expanded By NLRB

The National Labor Relations Board has asserted its jurisdiction in labor relations cases involving any private, non-profit college or university which has a gross annual revenue of at least one million dollars for operating expenses.

Based on data submitted by individual schools and college and university associations, the Board estimates that the new jurisdictional standard will bring some 80 per cent of all private, non-profit colleges and universities and approximately 95 per cent of all full and part-time non-professional personnel within the reach of the National Labor Relations Act.

Publicly-operated schools are excluded by the statute from its coverage.

In establishing the million-dollar standard, the Board said it would exclude from gross annual revenue any contributions that—because of limitations imposed by the grantor—would not be available for operating expense use.

The Board first asserted its jurisdiction in this area last June in cases involving Cornell and Syracuse universities, reversing a position it had held for nearly a score of years.

Reilly Feted

Patrick Reilly, retired vice president and business agent for Teamster Local 469 in Perth Amboy, N.J., was honored with a testimonial dinner attended by hundreds of friends recently in recognition of his 50 years of service to the Teamster movement.

'No-Strike' Pledges In Contracts

No-strike pledges are embodied in 90 per cent of some 400 average collective bargaining agreements, according to an analysis by the Bureau of National Affairs, a private reporting service.

57 Per Cent

The BNA study showed that unconditional bans on work stoppages during the life of the agreement exist in 57 per cent of the contracts, while conditional bans are part of the language of 33 per cent of the agreements.

Among contracts containing conditional bans on strikes, 30 per cent permit a strike either after exhaustion of the grievance procedure or after violation of an arbitration award.

Other Cases

Twenty-one per cent lift the ban for issues outside the grievance and arbitration procedure, while 16 per cent permit a strike upon the company's refusal to arbitrate.

No-lockout pledges, said BNA, appeared in 81 per cent of the representative contracts studied.

The Hoffa Case

By

Msgr. George G. Higgins

(Editor's Note: The following column, by Msgr. George G. Higgins appeared in the November 19th, 1970, edition of the Catholic Standard. Msgr. Higgins' column, the Yardstick, is syndicated weekly by the NC News Service and is reprinted here with permission.)

The familiar Latin adage. *"De mortuis nil nisi bonum"* ("Nothing but good should be said about the dead"), has become so much a part of the conventional wisdom of mankind—and happily so, of course—that even the muckrakers in our midst who, for whatever mixture of motives, choose to disregard the adage must instinctively feel a certain sense of guilt in doing so. It speaks very well, I think, for the basic decency of the human race that the reputation of the dead, who can no longer defend themselves against the posthumous slings and arrows of their critics, should be accorded this minimal degree of respect, at least in principle if not always in practice.

In some cases, however, and more specifically in the case of deceased public servants whose official acts or policies may have involved the reputation of one or another of their fellow citizens, justice demands that the scales be balanced, even at the risk of violating the letter—but hopefully not the spirit—of the ancient Roman adage referred to above.

All of this is by way of saying that, in this writer's judgment, James R. Hoffa, ill-fated President of the International Brotherhood of Teamsters, who has been doing time for several years in a federal penitentiary, deserves a fair hearing when he charges in his recently published autobiography, "The Trials of Jimmy Hoffa" (Henry Regnery Co., Chicago, $7.95) that he was the subject of a bitter vendetta by the late Attorney General, Robert F. Kennedy.

This is not a new charge, of course, on Mr. Hoffa's part. He had made the same charge on more than one occasion while the Attorney General was still alive. I might add that he and Mr. Kennedy never tried to conceal the fact that they were bitter enemies. From where I happened to be sitting at that particular time, I thought that their somewhat adolescent efforts to belittle one another did neither of them any great credit. I suppose their antics might have been dismissed as being simply ludicrous if the issues involved in their controversy had been of a less serious nature.

Be that as it may, Mr. Hoffa, in his autobiography, repeats his familiar "vendetta" charge against the Attorney General, but this time more emphatically more pointedly, and with more of what he, rightly or wrongly, seems to regard as being incontrovertible supporting evidence.

I am prepared to take Mr. Hoffa at his word when he says that he is not asking anyone to judge his innocence or guilt since the courts have already decided that issue. I think he was wise to take this position, for, whatever he himself may happen to think about the fairness or unfairness of the court's decision, there is obviously nothing that his readers can possibly do to reverse his sentence severai years after the fact even if they felt compelled to try to do so.

On the other hand, Mr. Hoffa, I think, is well within his rights in raising the question as to whether or not he was treated fairly or even legally by the Justice Department or, more specifically, by the late Attorney General. Mr. Hoffa asks the readers of his autobiography to judge this question for themselves. For my own part, I am not about to do that, for the simple reason that the "evidence" provided by Hoffa is, in the nature of things, completely one-sided. I do believe, however, that this "evidence" is sufficiently compelling, on the face of it, to warrant a full scale investigation of Hoffa's charges by an appropriate government agency or if that should prove to be impossible, by a panel of disinterested public figures.

I say this not to support Mr. Hoffa's charges against the late Attorney General nor to disparage the reputation of Mr. Kennedy, who, in my opinion, was a far greater man than Mr. Hoffa, in his present state of mind, can bring himself to admit and who, in any event, needs no belated eulogies from this quarter. I suggest an investigation of Hoffa's charges for the simple reason that under our system of law, any citizen of the United States—even a man who has been convicted by a federal court and sentenced to prison—has a right to an objective hearing when he formally and publicly alleges that he was treated unfairly and even perhaps illegally by the chief law enforcement agency in the nation and by the man who was then in charge of that agency.

What the general public, rightly or wrongly, may happen to think about the man who has made this charge is clearly beside the point. Under our system of law, he is still entitled to a hearing, and if it is true that nothing but good should be said about the dead, it is equally true that no government agency should be permitted to injure or destroy the reputation of any American citizen regardless of whether he is under federal sentence or not.

I might add that Mr. Hoffa is not alone in charging that he was mistreated by the late Attorney General. Identically the same charge was made just a few weeks ago by Ronald Steel, a well known author and journalist, in an article entitled "The Kennedy Fantasy" (*The New York Review,* Nov. 19, 1970). Mr. Steel flatly alleges that the late Attorney General persecuted Mr. Hoffa and that his "persecution" was "obsessive." These are strong words. They may or may not be fair to the memory of the late Attorney General. If not, shame on Mr. Steel and also, of course, on Mr. Hoffa. If, on the other hand, the Hoffa-Steel charge against the Justice Department and the late Attorney General should prove, upon investigation, to be substantially correct, justice would clearly demand that the record, in fairness to Mr. Hoffa's reputation, be straightened out once and for all.

A Contrast

Sharp Differences Separate U.S. and Poland's Labor Unions

(Editor's Note: David Previant, chief labor counsel to the International Brotherhood of Teamsters was a participant in the 7th Congress of the International Society of Labor and Social Legislation held this Autumn in Warsaw, Poland. While there, Previant and his associates met with Albin Mironczuk, director of the department of labor law for the Polish government. Previant's report on this meeting follows:)

At the outset, Mr. Mironczuk questioned the group about federal and state control of labor management relationship in the United States, the obligation of employers to hire any qualified applicant without regard to union or non-union status, and the protection given to discharged workers in the American industrial system. Then, in the presence of two interpreters, answered questions by individual members of our group. The results of the questioning are summarized below:

1. *Trade Union Structure*—There are approximately 27 trade unions in Poland. Although membership is entirely voluntary, 90 per cent of those eligible to join are members (approximately 10 million). Of the 10 million, approximately 2 million are members of the Communist party.

Trade unions have complete autonomy to shape their organizational structure. They may function even though they have not been accepted by the state. Each organization is a legal entity. It is required to represent all of the workers within its jurisdiction regardless of membership. Non-union workers may not be denied any protection under the contract or the labor laws of the State. The membership dues are usually 10 per cent of wages earned.

Even though membership is voluntary, there are certain advantages and inducements to membership. For example, the trade unions organize a health service, rest camps and sanitaria. They also operate what we might call credit unions, and they have a priority on state supplied services. Only members of the union may participate in these additional services and benefits. Thus, if a union builds a sanitarium for members (usually financed by contributions from the government and the employer as well as from union funds), it is only right union members are permitted to participate.

2. *Wages and hours*—The government apparently proposes a minimum wage for the enterprise, but the Federal Council of Trade Unions must consent to such proposal. If there is no such consent, the disagreement then proceeds to "higher authorities" and from that point up, to the "highest" authority. We were assured that eventually there is agreement, and that once an agreement is approved by the National Council, it cannot be rejected by the workers.

The minimum wages are usually 850 - 860 zlotys a month (approximately $35). The current rate of exchange is 24 zlotys for an American dollar. However, since official rates of exchange are not always truly reflective of the actual value of controlled currencies, it is difficult to compare wages on a dollar basis.

Since so many other services are provided by the State, and certain fixed expenses, like rents (being approximately 10 per cent of monthly wages) are moderate, these wages are more generous than they appear to be when transposed into American dollars at the official rate of exchange.

Low Wages

Skilled workers such as miners and shipyard employees get from 2500 to 6500 zlotys a month (approximately 100 to 250 American dollars) and truck drivers, apparently considered within the skilled range, average 4500 zlotys (approximately 180 American dollars). The work week is 46 hours, eight hours a day and six hours on Saturday.

3. *Discharges*—Discharge cases are usually first considered by shop committees, and from there they proceed to a Central Committee. Even though these committees may agree to the discharge, the worker has the right to go to an arbitration committee or to go to court. If he cannot afford a lawyer, the court appoints one for him from the private sector or the union may provide him with one.

If the worker determines to go to court, he is not required to pay costs. Of course, if he wins his case, the employer must pay all costs and fees. This right to go either to arbitration or to the court may be exercised even though the union is in agreement with the employer that the discharge was proper.

Rewards and Bonuses

The court is comprised of one judge appointed by the State and two laymen who are elected by National Councils. Decisions of the appellate courts are reported. We were given one example which dealt with the problem of so-called "jubilee" rewards or bonuses for 25 years of continuous service. The employee in question sustained a break in service because he took flight during the Nazi occupation. The court, however, held that this was not such a break in service which would deprive him of his bonus for continuous service.

An employee may also transfer voluntarily from his assigned place of employment to another. However, he forfeits "social benefits" for a period of three months after such transfer. An example of social benefits is family allowances for children.

4. *Economic Structure*—We also asked a number of questions about the economic structure of this Communist country. We were advised that although the principal industries and services are owned by the State, there is a private sector:

Farms—Farms were not collectivized as they were in Russia, so approximately 80 per cent of the farms are being worked by their owners. However, farms and farm products are components of the state economic planning system, and the farmers must comply with state directives and policy. They are assisted by the state which provides various aids to the farmers, the cost of which is offset by state contracts to buy portions of the crop. An exception to individual enterprise in the farming system is the growing and marketing of wheat, which, because of its importance, is controlled entirely by the government.

Skilled craftsmen—There are approximately 130,000 skilled craftsmen who provide essential, skilled services to the people and who are subsidized by the state, but who are in the private sector.

Private Industry—There are approximately 10,000 privately owned shops or enterprises. However, some of these are only rented from the state. Theoretically, no private business may employ more than 50 persons. If more, the business should revert to the state. However, as a practical matter, the state has permitted the growth of private enterprise beyond 50 employees, but imposes a larger tax on the enterprise as a condition of it continuing in private hands. Some seasonal workers also are in the private sector.

Our informant was not without a sense of humor, and acknowledged that in all forms of governments, including socialist, there may be a tendency toward bureaucracy. Accordingly, he thought that "Parkinson's Law" was valid.

Crime In America

"In every major city in the United States you will find that two-thirds of the arrests take place among only about two per cent of the population. Where is that area in every city? Well, it's in the same place where infant mortality is four times higher than in the city as a whole; where the death rate is 25 per cent higher . . . where education is poorest—the oldest school buildings, the most crowded and turbulent schoolrooms." —From *Crime in America* by Ramsey Clark, former U.S. Attorney General.

Reinstated

L. W. Boyd, business agent for Teamsters Local 968, Houston, Texas, presents checks to employees of the Harris County News Company who were terminated during a recent organizing campaign. The employees were reinstated with full seniority and a check from the company for $600 each representing back pay. From left to right are: Boyd, Linda Rangel, Ann Hale, Kenneth Davis and Harry E. Davis.

Paychecks May Grow, But—

Workers' Purchasing Power Goes at Snail's Pace

GROSS AND SPENDABLE AVERAGE WEEKLY EARNINGS OF PRODUCTION OR NON-SUPERVISORY WORKER ON PRIVATE NON-AGRICULTURAL PAYROLLS, IN CURRENT AND 1957-59 DOLLARS

			Spendable Average Weekly Earnings			
	Gross Average Weekly Earnings		Worker With No Dependents		Worker With Three Dependents	
Year	Current Dollars	1957-59 Dollars	Current Dollars	1957-59 Dollars	Current Dollars	1957-59 Dollars
TOTAL PRIVATE						
1965	95.06	86.50	78.99	71.87	86.30	78.53
1966	98.82	87.37	81.29	71.87	88.66	78.39
1967	101.84	87.58	83.38	71.69	90.86	78.13
1968	107.73	88.89	86.71	71.54	95.28	78.61
1969 (June)	115.22	90.30	91.40	71.63	100.46	78.73
1970 (June)	120.05	88.79	96.38	71.29	105.08	77.72
MANUFACTURING						
1965	107.53	97.84	89.08	81.06	96.78	88.06
1966	112.34	99.33	91.57	80.96	99.45	87.93
1967	114.90	98.80	93.28	80.21	101.26	87.07
1968	122.51	101.08	97.70	80.61	106.75	88.08
1969 (June)	130.06	101.93	102.30	80.17	111.86	87.66
1970 (June)	134.40	99.41	107.13	79.24	116.43	86.12

Although the nation's workers have seen the dollar figure on their paychecks increase over the past six years, real purchasing power has grown very little.

Inflation and higher taxes for war have all but wiped away the purchasing power of increased wages.

For example, in 1965, gross average weekly earnings in the private sector of the economy were $95.06. By June of 1970, that gross average weekly earning had jumped to $120.05, an increase of $24.99. But, in terms of 1957-59 dollars upon which the cost of living index is figured, the worker in the private sector of the economy had realized an increase of only $2.29.

Gross average weekly earnings, based on 1957-59 dollars, in 1965 were $86.50. In June, 1970, they were $88.79, with the 1957-59 figures representing real increases in purchasing power.

At 1965 Levels

All of the cost of living factors—ever spiraling prices, inflation caused by government war spending, and higher taxes—have kept the standard of living of the worker in the private sector at approximately 1965 levels.

When the tax burden is introduced into calculations, the worker fares even worse.

Spendable average weekly earnings for a worker with no dependents in 1965 were $78.99, based on current dollars. In terms of 1957-59 dollars, his spendable average weekly earnings were $71.87. In June, 1970, his spendable average weekly earnings were $96.38, and in terms of 1957-59 dollars, his spendable earnings were only $71.29. In 1965, they were $71.87, so that in terms of real purchasing power, the worker with no dependents has actually lost 58 cents in purchasing power.

The picture for the worker with three dependents is as bad. In 1965, his spendable average weekly earnings in current dollars was $86.30, in 1957-59 dollars $78.53. In June, 1970 his spendable earnings in current dollars was $105.08, in 1957-59 dollars $77.72.

In terms of real purchasing power, the worker with three dependents had actually lost 81 cents.

When calculations were figured for just workers employed in manufacturing, the results were much the same.

The source of these calculations was the Bureau of Labor Statistics "Employment and Earnings."

Less Than Half

Families Headed by Women Suffer from Low Incomes

A recent study published by the U.S. Department of Labor in "Monthly Labor Review" shows that families headed by women have an average income of less than half of that of families headed by men.

The article, "The Economic Status of Families Headed by Women," by Robert L. Stein, reports that 1 in 10 families in the United States today is headed by a woman, that nearly two million of these 5½ million families have incomes below the poverty line, and that the number of families headed by women has been increasing more rapidly than the total of all families.

Stein's article lays out the dimensions of the problem of families headed by women and discusses some recent proposals to increase the employability of women who head families. He concludes: "Paid work would appear to be a logical solution to the income problems of many welfare mothers. However, the data point up several constraints operating against any employment strategy.

If employment is to be effective in raising family standards, it must be full time and year round. Even for the mother of a small or average-sized family, the cost and difficulty of finding adequate child care, and the lack of sufficient education and job training, are formidable barriers to steady work at good wages.

For mothers of large families, these problems are compounded because their family responsibilities are greater, and their income needs are larger."

In San Diego

Teamster Locals Set Up Legal Counsel as Fringe

Four Teamster local unions headquartered in San Diego, Calif., have taken a joint step toward providing their members with the fringe benefit of prepaid legal service.

The secretary-treasurers of Teamster Locals 36, 481, 542 and 683 have signed administration agreements with Nationwide Coordinators, Inc., a national provider of prepaid legal services to union members.

Under the agreement, it becomes possible for union representatives to negotiate a fixed sum per member per hour worked that will be earmarked in the contract for use in paying attorney fees on personal problems for members and dependents on a fixed schedule basis.

"Under this plan," said Willard Kline, secretary-treasurer of Local 481, "when contributions are negotiated in the individual members' contract, he will be able to consult with attorneys of his choice on a variety of matters of a criminal or civil nature. We live in a complex society with thousands of laws that require specialized representation in order to get equal rights under the law."

The fee schedule basis, said Kline, is similar in many respects to medical and surgical insurance programs and is directly dependent upon the amount negotiated in the union contract.

He said that, for fixed fees, legal representation would be provided at both the plaintiff and defendant levels.

Retiree Pens Letter To Fitz

Dear Bro. Fitzsimmons:

I was a member of Teamster Local 888 of San Francisco, Calif., from 1936 until recently and worked as a driver-salesman for Pabst Brewing Co., in San Francisco for 23 years.

I want to thank you, Jimmy Hoffa and the Teamsters Union for all the benefits I have received as well as my pension check.

It is a great and wonderful feeling to know that my years of service have been appreciated and that I can live out my retirement without financial worries and have peace of mind.

I want to thank you and all the brother members of this great union.

Fraternally yours,
Charles R. Ferradis,
Reno, Nev.

Firing Case Won by L.A. Local

Upholding the trial examiner, the National Labor Relations Board ruled recently that Super Toys, Inc., of North Hollywood, Calif., violated the law by discharging Philip Calvaresi because he authorized Teamster Local 848 of Los Angeles to represent him.

The examiner concluded that the stated reason for Calvaresi's discharge—that he misappropriated company funds—was pretextual. Rather, Calvaresi was fired because he supported the union.

Super Toys was ordered by the Board to cease the unlawful conduct, offer reinstatement to Calvaresi and make him whole for any losses suffered.

Charter of Labor Rights

The Canadian Labour Congress has drafted a charter of minimum labor rights, which it intends to recommend to the federal government. It was adopted Nov. 27 by the CLC Executive Council.

Its proposals include the "unfettered" right to peaceful assembly and picketing; the right to bargain collectively "on all matters arising out of technological change and automation, and the right to strike during the term of a collective agreement if bargaining can't resolve matters in dispute that are covered by the agreement."

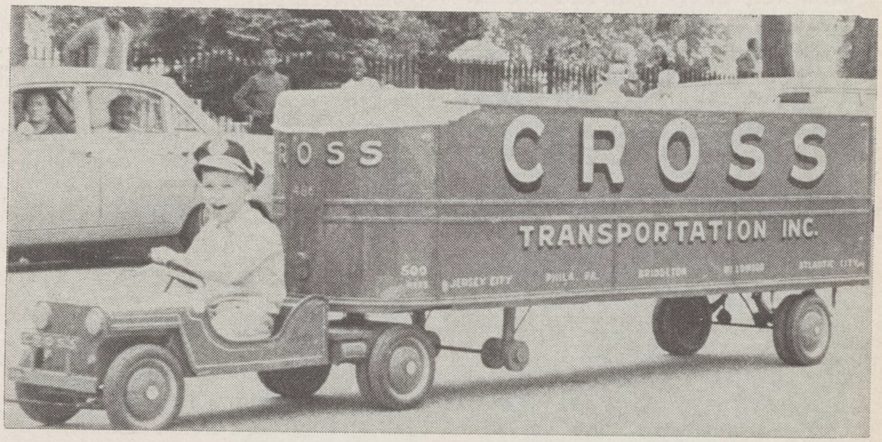
It also calls for "meaningful" labor representation on social questions and on government boards administering state social programs; job training and retraining at employer and government expense; vacation; retirement at age 60 if desired; and "the right to take all measures necessary to protect safety and health of workers on the job."

● In Virginia

Teamster Local 592 of Richmond, Va., recently won a representation election conducted by the National Labor Relations Board at the ITT Continental Baking Co., in Chesapeake, Va.

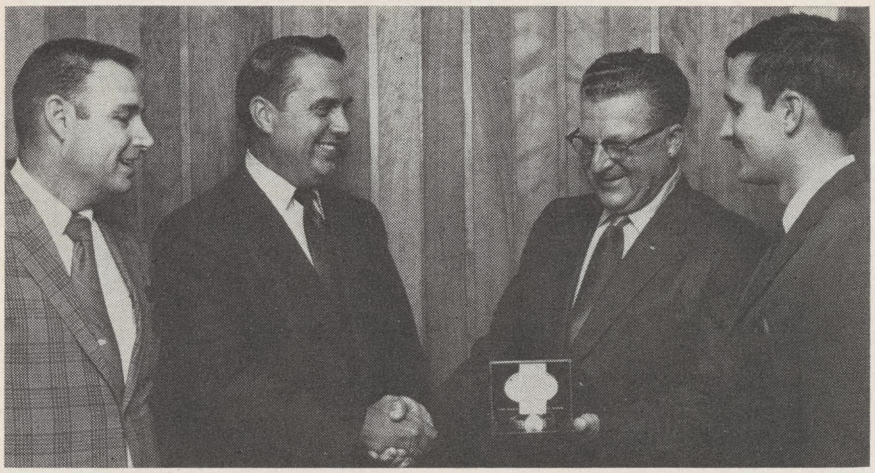
A. E. Conyers, Sr., said 22 employees were eligible to vote in the election. The ballot count was 19 for the union and three against.

Teamster-Built



Thomas Baker, a member of Teamster Local 676 in Collingswood, N.J., constructed this working model of a Cross Transportation tractor-trailer. Happily driving the rig is Baker's grandson, Wayne Perry, Jr.

Safe Driving Award



At a recent safety award banquet, Ray Hundemer, a member of Teamsters Local 100, Cincinnati, Ohio, for 32 years, was presented a watch in recognition of 30 years of accident-free driving by his employer, McKeown Transportation Company of Chicago. Making the presentation is Dan McKeown, district manager of the transportation company. Looking on at left is, James R. Musgraves, assistant region manager, Cleveland office, Union Carbide Corp., and right, Robert Koening, superintendent of Cincinnati Linde Division, Union Carbide.

Inflation is Worry

Economists Forecast Gloom For U.S. Economy in 1971

The annual economic forecast made by the National Association of Business Economists (NABE) is less than rosy for the coming year with continuing inflation looming as the major worry.

The forecast, representing the median opinion of 194 private, academic and government economists, expects an overall gain of 6.4 per cent in the 1971 Gross National Product.

Such a gain would bring the GNP to more than a trillion dollars for the first time in history.

However, more than half the expected gain—if predictions hold true—would come through inflation as the real GNP would reflect an increase of less than 2.8 per cent after showing no gain this year from 1969.

For purposes of forecasting, the real GNP is based on the value of the dollar in 1958.

Even though inflation will cut deeper into the American economy in 1971, the annual forecast by the economists expect that corporate profits before taxes will rise fully 6 per cent next year.

Private housing starts are expected to increase next year while industrial production will go up very slowly. Defense spending is expected to slip slightly next year and a flattening trend is anticipated in spending for plant and new equipment.

The economists also foresee a continuing upward trend in unemployment with the national average rate to hover around 5.2 per cent in the first quarter of next year and eventually dropping to around 4.8 per cent by the fourth quarter.

While inflation is generally expected to slow in 1971, its effects still will be noticeable in the economy with an expected increase of 4.3 per cent in consumer prices.

All projections by the economists were qualified by the statement that "one could take more comfort in this projection if it weren't for the fact that our consensus forecasts of the past several years have consistently underestimated the underlying upward pressures on consumer prices."

● For Jobless

Unemployment insurance benefits this fiscal year may run about double those paid to jobless workers in fiscal 1970, acccording to the Department of Labor. If present trends continue, insured unemployment will average 4.2 per cent for fiscal 1971.

Economist Disagrees With Nixon

John C. Davis, economist for the President's Council of Economic Advisers from 1947 to 1952, has taken issue with President Nixon's approach to inflation and unemployment.

Davis, in a letter to the *Washington Post,* acknowledges that the Nixon Administration has been successful in making the American people believe there is no way to restrain the rise in living costs without reducing production and increasing unemployment.

Davis, however, declares that economic policies which rely on tight money and high interest rates have not worked in the past and will not work now.

Offers Proof

Davis points to the period of the Korean war period as proof that inflation can be controlled during periods of huge spending for war.

He said in his letter that in 1951 the increase in war spending amounted to almost $20 billion. "No comparable amount was spent in any single year during the Vietnam war. As a result of this big jump in war spending (Korea), the cost of living went up 8 per cent in 1951," Davis said.

Taxes Increased

"To stop this increase in the cost of living, taxes were increased. New taxes were added, including an excess profits tax.

"To put further restraint on rising prices, a program to regulate consumer credit was put into effect," the economist said. "A mild form of wage and price stabilization was applied."

Program Effective

Davis reported that as a result of these programs, the rise in living costs was slowed to two per cent in 1952. By 1953, he said, the program was so effective the cost of living increase was reduced to an unbelievable eight-tenths of one per cent.

"What should be noted," Davis said, "is that production increased in each of these three years, 1951, 1952, and 1953, and unemployment declined."

Head Count

Digest of Census Statistics Reveals American Living Patterns

The grand total population of the United States as of April 1, 1970 was 204,765,770. This includes U.S. armed forces stationed abroad and federal employees overseas, as well as dependents of both living with them abroad. It also includes the population of the District of Columbia.

At a cost of nearly $210 million, the 1970 Population and Housing Census has revealed this and much more. But why take a census at all? Who makes use of it?

The simplest answer to the first question is found in the Constitutional requirement that the number of Representatives to which a state is entitled should be adjusted once every 10 years on the basis of the changes in the population of the states.

But a census does more than just count noses. A census is, in effect, an inventory of the nation's people and the circumstances of their lives. It provides information needed by federal, state, and local governments, and is widely used by business interests, as well as health, welfare, and educational agencies, and by many planning and research agencies. It is uniquely valuable because the inventory is taken for a specified point in time and by uniform procedures throughout the country.

Who Uses It?

Who uses the census? We all use it. In fact, the information is so commonly used that many people take it for granted, unaware that it could not exist if not for public cooperation in first supplying the basic facts.

Many organizations and administrations use the census data for a particular need. The administrative powers and duties of cities, towns, and villages are often determined by the size of their populations; the number and salaries of public officials are based on the number of people they are to serve. Large amounts of federal funds are distributed to states and from the states to counties and municipalities on the basis of the total population or specified categories, such as children of school age.

Businessmen look to information on the economic level of the people in the area to be served, their education, and their housing, as well as the number of families and persons. The industrialist who plans to locate or enlarge a plant needs information on the educational and skill level available in the potential labor market, as well as on the ability of the market to absorb his planned production. Assistance programs for older persons need information on their incomes, the extent to which they live by themselves or with other relatives, their housing, and whether they are working or not.

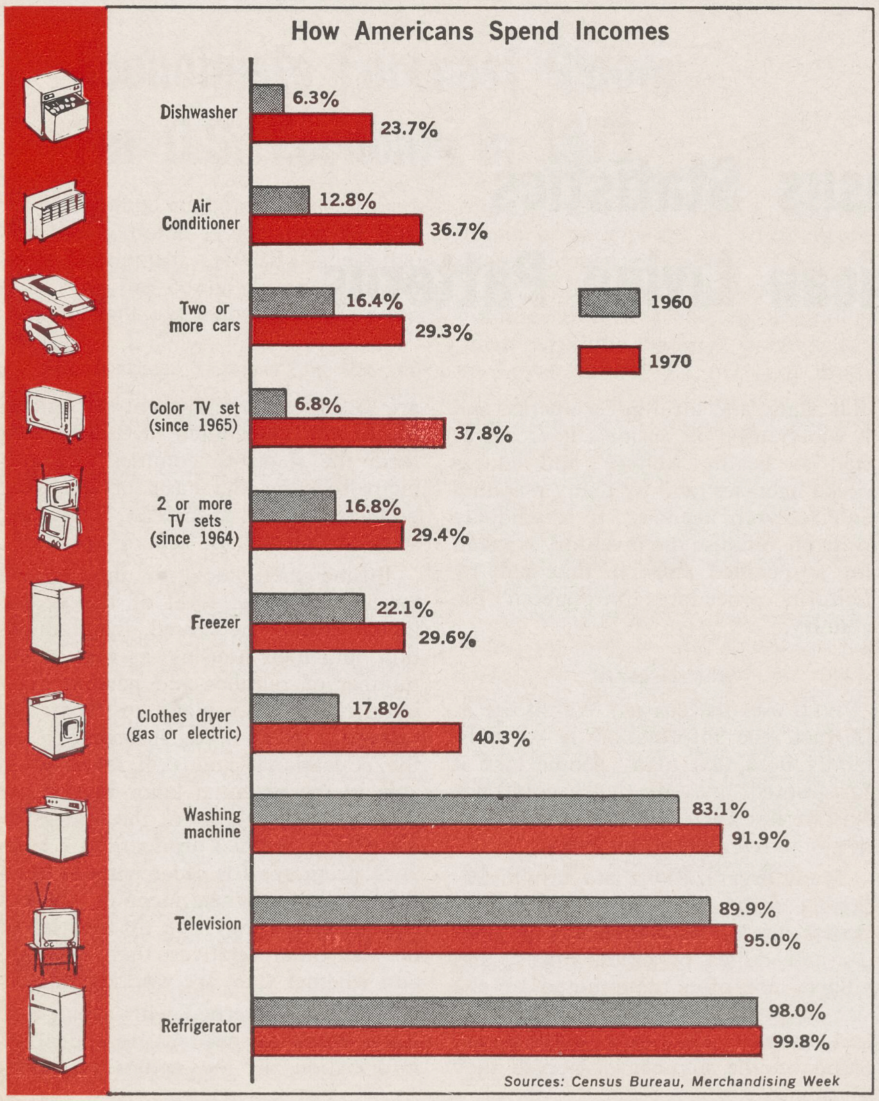
Officials concerned with urban and rural problems need a great deal of information on the nature of rural-

Middle Class Americans Spent Big in Marketplace

One of the most interesting findings of the 1970 Census reveals that during the last decade, middle class Americans have become more opulent. The average family's earnings rose in inflation-adjusted dollars from $6,900 to $9,400 and, according to Census Bureau data, they rushed out to spend it on consumer luxuries.

The proportion of the country's 63 million families with basic appliances—refrigerators, radios, ranges, and electric irons—went over 99 per cent. Television sets rose to 95 per cent, clothes washers to 92 per cent, vacuum cleaners to 91 per cent. About 47 million home hair dryers have been sold since 1961. Some 22 million electric carving knives have been sold since 1964.

There were tremendous boosts in the number of families with multiple cars, television sets and radios. Since 1960, the proportion of families with one car rose from 75 to 80 per cent. But the proportion with more than one nearly doubled, to about 30 per cent. The proportion of families with one TV set rose from 90 per cent in 1960 to 95 per cent now—which is almost exactly the proportion of families with complete plumbing facilities.



How Americans Spend Incomes

Sources: Census Bureau, Merchandising Week

urban migration and characteristics of migrants and differences between the city and suburban areas. They also need to know the education, occupation, income and housing of the people in rural poverty areas.

Educational administrators need information on the trends in school age population and the prospects for growth or decline. They need data on changes in the rate at which persons of high school and college age are continuing in school, and on the number and characteristics of school dropouts within the city and its subdivisions.

Questions and Answers

The concern with problems of poverty has called for facts on the number, location and characteristics of families and individuals living below the poverty level. Answers are needed to such immediate questions as the number of children, older people, Negroes, whites, rural, urban, school age children in families below the poverty line and families headed by women or by men of working age.

Federal, state, county and muncipal governments need the census. Health, welfare, business and educational research interests also have extensive needs.

There is so much information to be assembled from a census, that without the use of computers the task would be impossible. Since the first census in 1790, census taking methods have constantly changed. At first, federal marshals were simply instructed to compile the desired information. They made up their own schedules, canvassed their areas and recorded information by households rather than by individuals.

Method Changes

As the size of the country increased, it became more and more difficult to compile and issue the statistics in time to meet the ever more insistent demands for prompt reports. The introduction of punch cards and machine tabulation in the census of 1890 marked a significant breakthrough and was the forerunner of major developments used by government and business.

Electronic computers were utilized in the 1950 Census in an experimental way, but came into full use for the 1960 Census. The 1970 Census data was tranferred to magnetic computer tapes on a person-by-person record basis. Such tapes are referred to as the basic record tape. One tape compiles tabulations based on the complete count, i.e., the 100 per cent data items. A second basic record tape constructs on a person-by-person basis data containing 100 per cent, 20 per cent, 15 per cent, and 5 per cent data items.

At least six public tape files will be developed from the census data. These files are identified by the designation, "1st count, 2nd count, etc." The first three counts contain statistical tabulations from the 100 per cent census data. The fourth through sixth counts will provide tabulations containing the sample data.

It should be pointed out that computers cannot get at individual names or addresses of persons. There is no program for this on any tape. The computers are designed to help put an overwhelming amount of data into a form that people will be able to use.

One of the most important consequences of the 1970 Census is the effect on congressional reapportionment. A report compiled by the Department of Commerce, in the form of an apportionment table, shows that California will gain five seats in the House when Congress convenes for its 93rd session in January 1973. The gain will move California into the lead among the states in House representation with 43 members; New York, the loser of two seats, will drop to second place with 39 Representatives.

Other States

Other states which will gain seats are Florida (3); and Arizona, Colorado and Texas (1 each).

Those losing seats, in addition to New York, are: Pennsylvania (2); and Alabama, Iowa, North Dakota, Ohio, Tennessee, West Virginia and Wisconsin (1 each).

The states with the greatest gains in number of people are California with 4.2 million; Florida, 1.8 million; Texas, 1.6 million; and New York, 1.4 million. The greatest percentage gainers are Nevada with 71.3 per cent; Florida, 37.1 per cent; and Arizona, 36.1 per cent.

Both of the country's newest states had increases above the national average. Alaska's increase was 33.6 per cent, while Hawaii had an 21.7 per cent rise.

Although much of the data gathered from the 1970 Census will not be available until sometime later in the year, here are some of the highlights of the 1970 Census that have been made available:

1. More than three-fourths of the national growth occurred in metropolitan areas with suburban rings showing rapid and substantial population growth. Suburbanites now outnumber those living in central cities.

2. Among the over-$15,000 families, 85 per cent own their own homes. Among the under $3,000 families, 50 per cent do.

3. Population in many central cities declined sharply. Declines also occurred in the decade of the 1950's, but the number of cities showing population losses in the 1960's appears to be greater than in the previous decade.

4. The farm population declined by approximately one-third since, 1960, dropping to some 10 million.

5. Migration patterns continued much as in the past—from mid-country out, from rural to urban; coastal areas continued to grow.

6. About one-half of the nation's counties lost population between 1960 and 1970. In an additional one-fourth of the counties, there was a low rate of growth. This was because there had been a net migration out of the county. Approximately two-thirds of the counties showing a decrease in the 1960's also had lost population between 1940 and 1960.

Control Folly

Canadian Income Guide Program Ends in Failure at Year's End

A Canadian experiment with voluntary price restraints and six per cent wage guidelines came to an end on December 31 — unmourned by either labor or management.

The program was instituted by a Federal Prices and Incomes Commission which originally was supposed to study the causes of inflation but ended up with proposed voluntary guidelines.

Canadian labor supported the commission as a fact finding body although it was skeptical of results to be obtained through industry cooperation. However, it later opposed the commission when the guidelines were introduced.

The final blow to the program came when 50 business leaders refused to cooperate with the program next year.

At the height of the controversy over the guidelines, the Canadian Labor Congress described the commission as a "service agency" and part of a propaganda drive to blame organized labor for inflation.

The commission will now go back to studying the causes of inflation rather than trying to install its own program of wage and price controls.

J. C. 62 Board

The executive board of Teamster Joint Council 62 of Baltimore, Md., is shown during a business meeting held at the new headquarters of Teamster Local 992 in Hagerstown, Md. The officers are: Paul B. Reynolds, president; Joseph M. Fabula, vice president; Joseph M. Townsley, secretary-treasurer; John V. Sullivan, recording secretary, and trustees Elbert W. Butler, Joseph E. Carney and Edward C. Safrit, Jr.

Rail Strike the Trigger

Congressional Spokesmen Warn Labor Of Anti-Strike Legislation in 1971

There are definite plans in Congress for hearings shortly after the turn of the year on proposals for an anti-strike law to deal with emergency labor disputes.

The walkout that briefly shut down the railroads in early December triggered the plans.

"We're going to consider it after the first of the year," said Rep. Harley O. Staggers (D-W.Va.), chairman of the House Commerce Committee. "I don't know what's going to come of it, but we're going to have hearings."

Holding the same opinion was Sen. Harrison A. Williams, Jr., (D-N.J.), who is slated to become chairman of the Senate Labor Committee when Congress convenes later this month.

Whether anything will come of the hearings is problematical. Some congressmen, higher-ups in the Nixon Administration, a few management spokesmen, and practically every high-ranking representative of organized labor have expressed doubts that the anti-strike legislative move will ever get past the talking stage.

It is a politically explosive subject inasmuch as every segment of organized labor's 17 million membership would oppose any such legislation because it would have to be generally oppressive and work as one more restriction on the trade union movement.

Talk of anti-strike legislation began to sweep through Capitol Hill after the House Commerce Committee and Senate Labor Committee approved the special law that gave nearly 500,000 rail workers an immediate 13.5 per cent pay raise and ordered a halt to the walkout at least until March 1st.

The situation was significant because it was the second rail strike in three years that Congress halted with special legislation after Railway Labor Act provisions proved archaic and unworkable. Congress also has managed to turn aside several other threatened strikes, including one last April.

The latest crisis gave added impetus to bills already introduced in Congress to limit rail strikes.

Despite the certainty of a big fight over such a measure, there are those who think Congress is in the mood to enact the first new strike law since the 1947 Taft-Hartley Act.

Among them is Rep. Brock Adams (D-Wash.), a labor ally, who said: "I would have said three years ago that it was politically impossible."

Like other congressmen weary of going through the turmoil of railroad labor-management disputes, Rep. Adams commented: "There has to be a change. We can't keep on doing this."

To slow down the threat of stringent legislation, Adams and Rep. Robert Eckhardt (D-Tex.) jointly introduced a bill that would permit partial rail strikes on no more than three railroads at a time.

Railroad industry spokesmen, however, oppose the Adams-Eckhardt proposal, saying it would lead to utter chaos. They prefer to retain the long-time pattern of national railroad bargaining.

Remaining in the background is President Nixon's recommendation of some time back to deal with emergency strikes in all transportation industries—not just the railroads. Both labor and management oppose the proposal which amounts to a sophisticated form of compulsory bargaining.

W. J. Usery, Assistant Secretary of Labor, meanwhile, is pushing for a conference of top federal officials to discuss a revision of the government's entire handling of railroad matters, including rate regulation, financial help for modernization and changes in dealing with labor relations.

Usery, who feels settlement of rail problems should not be "up there in Congress," believes there is a chance of some kind of new anti-strike legislation being passed.

Two Ballots Won by Phillie Local

Teamster Local 169 in Philadelphia, Pa., won representation elections at two companies recently — M. A. Bruder & Sons, a paint manufacturer, and King's Sporting Goods, a manufacturer and distributor of sports equipment.

Ballot Count

Joseph Lyons, Local 169 business representative, said the ballot count at Bruder & Sons was 98 for the union and 15 against. The King tally was 68 for the union and 10 against.

New Goal

Frank Keane, Local 169 president, congratulated the organizers involved in the organizing campaigns and commented that "with this kind of effort it may be possible soon to reach our goal of 9,000 to 10,000 members in Local 169."

● Welfare

In 1961, only 25.3 percent of welfare mothers had high job potential, according to the Social Rehabilitation Service of the Department of Health, Education and Welfare. By 1968, this had risen to 44.5 percent. Women with at least a high school education or who had work experience in white-collar or skilled blue-collar jobs were considered as having high employment potential.

● Veterans

Veterans who cannot find a job after separation from military service are eligible for unemployment compensation, provided they were separated under conditions other than dishonorable after 90 or more continuous days of active military service and they meet the requirements of the state in which they are claiming benefits.

Another Pressure For Controls

Another business group has added its pressure on the Nixon Administration for adoption of wage-price controls.

This time it is the National Small Business Association which represents some 40,000 small businessmen.

Representatives of the NSBA met in mid-December with several Administration officials, including Paul W. McCracken, chairman of the President's Council of Economic Advisers, and contended there is a need for the immediate adoption of wage and price controls.

The small businessmen also expressed the opinion that a large segment of small business is experiencing a very severe recession.

Arbitration Case Won By Local 338

Teamster Local 338 of Mount Vernon, N.Y., recently won an arbitration decision resulting in a $2,066 check for John Markanich, a member employed by Crowley's Milk Co., Inc., of LaFargeville, N.Y.

Patrick J. Hart, Local 338 president, said the arbitrator found that Markanich's transfer from his position as a driver to a job as a plant utility man was improper.

The award called for Markanich's reinstatement to his job as a driver along with payment of the sum equal to the difference between his earnings as a driver and as an inside employee since the time of his transfer.

Crowley's is one of the largest independent dairies in New York State.

● Job Openings

Job opportunities in finance, insurance, and real estate have grown about 90 percent since World War II, the 1970-71 edition of the Labor Department's *Occupational Outlook Handbook* reports. Growth has been especially rapid in banks, credit agencies, and security and commodity services.

● Fed. Workers

Close to half of the nation's federal employees work in 10 Standard Metropolitan Statistical Areas, according to a recent report of the U.S. Civil Service Commission.

543 Years' Work

Present at a retirement party recently for Norb and John Plamondon of Teamster Local 472 in Seattle, Wash., were retirees with a total of 543 years' work as employees of the Olympia Brewing Co. Left to right are: Standing—Cornelius Coyle, Hade Turner, Harold Nelson, Jack Bister, Oscar Darkenwald, Phil Pearce, Otto Hanke, Frank Barker, Ken Baldwin, Cleo Saeger, Jack Reynolds, Jim Williams, Everett King; Center row, sitting—John Plamondon, Fritz Plamondon, Norb Plamondon, Jeff Adams, William Ensley, Alfred Wickey, Lorne Hinton; First row—Wilbert Friend and Del Farr.

CP Fighter

Jack Fecter, president of Teamster Local 918 in Brooklyn, N.Y., shown with two palsied youngsters, has been chosen to chair the labor committee for the 20th annual telethon campaign to collect funds for the fight against cerebral palsy. Fecter has chaired the labor committee in nine previous years. Last year, the New York telethon brought in $1.2 million.

$1,000,000,000,000

Trillion Dollar Economy Beset By Inflation, 5.8% Unemployment

The United States economy has passed the one trillion dollar mark, but instead of being an occasion for universal rejoicing, the milestone has been reached in the midst of economic uncertainty, confusion and declining industrial production.

President Nixon marked the attainment of the one thousand billion dollar mark at a ceremony in the auditorium of the Department of Commerce, watching an electronic computer that ticked off the historic moment. He used the occasion to cite the "success story" of the American economy and noted that even allowing for inflation, the trillion dollar level was twice that of 20 years ago and more than three times the figures for 1940.

However, the occasion was clouded by more than one factor in the state of the nation.

- Unemployment has reached the 5.8 percent mark, only a few points less than the six percent level which marks "substantial" unemployment throughout the country. As of November there were 4,600,000 persons out of work and more than 2,000,000 collecting unemployment compensation with the total rising steadily.

- The December 15 financial report issued by the Federal Trade Commission reported sales of $176.7 billion during the third quarter of the year, a three percent drop from the preceding quarter. Profits were down 14 percent before taxes and 12 percent after taxes.

- The cost of living still continues to climb and the buying power of workers still lags. Latest figures from the Department of Labor showed a six-tenths percent increase in living costs to a new high Consumer Price Index of 137.4 as compared with 100 in 1957-59. The Nixon Administration takes comfort in the thought that the rate of inflation is slowing down, but the fact remains that it is still growing.

- For workers the Nixon congratulations on the nation's wealth has a hollow ring as their buying power continues in the doldrums. Spendable earnings as of the first part of November again dropped as did buying power despite increases in gross pay.

After-tax pay for the worker with three dependents dropped 26 cents a week during October and while this was up $3.79 over take-home pay a year ago "real" earnings were less. They averaged 65 cents an hour less than during the preceding month and $1.59 less than a year ago.

Despite the fact that the over-all economy has reached the trillion dollar mark, the fact is that industrial production has fallen for the fourth straight month. The Index published by the Federal Reserve Board showed that the output of the nation's factories, mines and utilities dropped six-tenths during November. This represents a drop of 7.6 percent since the peak set in July of last year.

On the basis of this loss, the statistics show that loss in industrial production is the highest since the Eisenhower recession of 1960-61 when President John Kennedy took over and made it a priority to get the economy going again.

What is particularly disturbing about the trillion dollar economy hailed by Nixon is that it may be due entirely to inflation rather than actual production and services Government statisticians are now working on GNP figures that will reflect their "real" value in terms of 1957-59 dollars just as they do now for the Consumer Price Index.

● Paychecks

It pays to belong to a union.

The Commerce Department estimated recently that the 1970 median increase in straight-time pay for all unionized manufacturing employees will range between 6 and 6.5 per cent.

Non-union factory workers, on the other hand, will post a median gain ranging between 3.5 and 4 per cent during the same period.

The key reason for the difference, says the Commerce Department, is that non-union employees are "more subject to management discretion."

DRIVE REPORT

Nixon Vetoes Bill To Establish Jobs In Public Service

DRIVE Affair

Mrs. Josephine Hoffa, wife of General President James R. Hoffa and National President of DRIVE Ladies Auxiliaries (right), was the guest of honor at the recent annual dinner-dance of DRIVE Ladies Auxiliary in Lancaster, Pa. She is shown here with Mr. & Mrs. Daniel Weaver. Mrs. Weaver is president of the Ladies Auxiliary No. 771, and Daniel Weaver is president of Local 771. At far right is Wallace Clements, DRIVE field representative.

Half Step Forward

House-Senate Conference OK's Job Health and Safety Bill

A compromise occupational health and safety bill has been reported out by a House-Senate conference which organized labor will support.

The measure, which for the first time sets up a national job safety program, must now be approved by both bodies of Congress during the lame duck session and signed by the President before it becomes law.

"This bill is a definite step forward on the job safety front," according to labor spokesmen. "It is not as good as the original Senate bill and it is not all that the American worker needs but it is decidedly better than the House bill."

The report cleared the conference only after seven hours of hard and often bitter bargaining.

Job safety legislation was labor's top domestic goal in the 91st Congress. It supported the Daniels-Williams Bill which was opposed by the Administration and business interests. They offered their own substitutes.

The Dominick substitute lost in the Senate, but the Steiger-Sikes substitute won in the House.

From labor's viewpoint, however, the Senate bill was weakened by the Javits Amendment which established a three-man panel for enforcement.

With these odds, the final conference report represented a dramatic, uphill victory for organized labor and its allies in Congress. Both the Administration and business lobbyists were

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200,000 Public Service Jobs Denied

President Nixon vetoed legislation that would have reorganized all federal manpower trainee programs and created more than 200,000 "in-public service" jobs for the unemployed during the next four years.

The Presidential veto, which the Democrats in Congress probably will not be able to override, was based largely on the Administration's objections to the public service employment segment of the bill.

The Presidential veto of the manpower training act was the seventh veto by President Nixon since he took office.

The President declared that the public service employment part of the bill is "completely unacceptable" and would relegate large numbers of workers to permanent subsidized employment.

The President conceded that transitional and short term public service employment can be a useful component of the nation's manpower policies.

The vetoed bill was approved by the Congress last week after Senate-House conferees reconciled their different versions. The legislation would have authorized up to two billion dollars over the next four years to create public service jobs. Local governments would have been able to hire unemployed persons for jobs in such fields as sanitation and public health. The federal government would pay eighty percent of their wages.

An estimated 100,000 public service jobs would have been created within the next six months.

The Administration and House Republicans wanted the bill to make

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13 to 1 Ratio

GOP Favored Over Democrats By Richest Political Donors

America's wealthiest contributors to political causes favored the Republican Party over the Democrats by a 13 to 1 ratio in the 1968 Presidential election campaign.

A study by *Congressional Quarterly* showed that Republican candidates received $1,377,313 to only $106,488 for the Democrats from 46 of the wealthiest people in the nation.

The GOP thus received 93 per cent of the total $1.5 million contributed by the wealthy to political candidates in 1968. Each of the donors had an estimated fortune of $150 million or more.

New York Gov. Nelson Rockefeller made the largest single contribution in 1968. He and his wife gave $483,500 to the GOP of which most of it went for his own unsuccessful bid for the Republican Presidential nomination.

W. Clement Stone of Chicago, Ill., an insurance executive and Nixon supporter, made the second largest contribution of $200,000 to Republican committees. But Stone's contribution may have been three times as much.

Because of loopholes in the Federal Corrupt Practices Act of 1925, contribution totals must be considered the minimum contribution by each individual. Reports are not required for primary election campaigns or from political committees operating strictly within one state.

The Democrats received their largest contribution of $30,700 from Chester Carlson of Rochester, N.Y. He is the inventor of xerography. He also contributed $1,000 to the Republicans.

William Clay Ford of Detroit, Mich., a Ford Motor Co., vice president, gave $20,000 to the Democrats while his wife donated $1,000 to the GOP.

Two of the richest men in the world, curiously, gave money to neither party. Unrecorded as making contributions to political campaigns were J. Paul Getty and Howard Hughes.

Nixon Veto . . .

(Continued from page 25)

clear that public service jobs were to provide only temporary employment for individuals until they could move into the regular work force. However, the conferees eliminated a provision in the House bill that would have permitted the Labor Department to limit the time a person could spend on subsidized public service payrolls.

The bill vetoed by the President would have given mayors and governors for the first time clear and unquestionable authority to design and operate their own manpower training programs, with 90% federal financing. The mayors and governors would have been aided by their own manpower service counsels, which would have included representatives from the public school system, vocational education, welfare agencies, veteran agencies, the employment service, labor unions, and private business.

Instead of being superimposed upon the states and the community from Washington, these programs would have been tailored to meet the individual needs of each community, and would have been the responsibility of local elected officials.

In February of 1969, the national unemployment rate was 3.3 per cent. This meant that a total of 2,675,000 persons were looking for work. In November of 1970, the unemployment rate reached 5.8 per cent and the total of unemployed Americans looking for work was 4,607,000.

A number of major communities have unemployment rates of 10 per cent or more, and some inner cities have an unemployment rate as high as 30 per cent.

The bill vetoed by the President could have started putting people to work early next year. In the fiscal year of 1972, it could have produced a minimum of 100,000 jobs, if the basic authorization was appropriated, and could have provided 180,000 jobs if fully funded. By fiscal 1974 it could have produced more than 300,000 jobs, if fully funded.

Bankers' 'Donations' Investigated

Both the Justice Department and a House Special Elections Committee are investigating reports that more than a dozen congressmen were offered "campaign donations" from a controversial bankers' fund.

At least 18 Senators and Representatives are said to have rejected the money offerings made by the Bankers Political Action Committee. Critics says the bank money gifts were aimed at influencing pending banking legislation.

Five congressmen admitted accepting the money, including Sen. Harry F. Byrd of Virginia who took a check for $5,000. Byrd is listed as an Independent.

Rep. Garry E. Brown of Michigan, a Republican, said he saw nothing wrong with accepting his $2,500 contribution.

Congress Leaves Much To Do

The first lame duck session of the United States Congress in almost 20 years recessed for Christmas December 22 and came back to its work December 28.

Congress left for Christmas after approving a controversial measure providing aid to Cambodia and a prohibition against the use of U.S. ground combat forces in that country. The lame duck session has been plagued by controversial legislation which has been left to the last minute. It is expected that the passage of the Cambodian measure will help to speed the flow of legislation.

Under any circumstance the President's family assistance plan and social security legislation and legislation relating to the supersonic transport plane will not be dealt with before the 91st Congress comes to a close by operation of law. By law the term of the 91st Congress will end January 3, 1971.

During 1970

Inflation Doesn't Disturb Banking Industry Profits

One reflection in the mirror of inflation that received little publicity during 1970 was the not-so-remarkable prosperity enjoyed by the banking industry in the United States.

Fat earnings of banks went unnoticed on the front pages although their high interest rates did attract attention from time to time.

It was because of the high rates of interest—that reached a record 8.5 per cent early in 1970—that the banking industry "racked up a record year in earnings" as the *Wall Street Journal* (Dec. 23, 1970) put it.

When the fat banking profits reached scandalous proportions—even as the Nixon Administration wrung its hands about growing inflation—the banks began to reduce their prime interest rates.

By the end of 1970, a series of reductions had brought the interest rate down to 6.75 per cent.

As New Year 1971 approached, analysts for Keefe, Bruyette and Woods, Inc., a leading dealer in bank stocks, predicted major commercial banks would post an average per share earnings gain of about 8.5 per cent for 1970.

They also predicted that money center banks, those in the major financial centers of the nation, would post the greatest percentage gain for the year at around 10.4 per cent.

To show what the high interest rates did for the biggest banks in the land, one may look at the 1970 record of the Chase Manhattan Corp., which controls New York's Chase Manhattan Bank, a leader in the industry.

Chase experienced a 37.1 per cent jump in operating earnings for the third quarter of 1970. The bank's fourth quarter earnings, when all the figures were finally in, were expected to gain as much as 28 per cent.

Chase's earnings for the year, taking into consideration an early slump, are expected to range between 11 and 14 per cent—a healthy $3.59 a share.

Not all banks, of course, will report such glowing achievements but certainly none will really suffer.

A major reason for this is that the banks' cost of borrowing money through their holding-company "parents" has dropped sharply in the past 12 months. As the year ended, the cost was around 5.5 to 6 per cent.

In general, noted the *Wall Street Journal,* "the banks' earnings outlook stands in sharp contrast to the generally bleak forecasts being made for 1970 corporate profits."

The *Journal* continued: "While many companies are trimming or omitting dividends in response to sagging earnings, many banks across the country are increasing their cash payouts and declaring stock dividends."

All this is occurring in what is often described as a hard-to-stop runaway line going upward on the charts reflecting the cost of living.

There is no mystery in banking. The banks pay interest to borrow money from people and institutions that have it and charge higher rates of interest when they re-lend the money to others. It is a unique monopoly system that swings on hinges of credit.

The system is subject only to the law of supply and demand. Competition has little to do with it compared with a given bank's ability to regulate its own operating costs while supplying a steady profit to the ownership.

In contrast is the American industrial scene where wage rates, prices of finished products and other factors should—according to government exhortation—come under some restraint.

GOP At Wrong Site

Republican governors meeting in Sun Valley, Idaho, surveying the GOP debacle in the 1970 elections when they lost 13 governorships, prompted Oregon Governor Tom McCall to suggest:

"Maybe this conference should have been shifted from Sun Valley to Death Valley."

Job Safety . . .

(Continued from page 25)

openly unhappy.

Five of the seven Republican House conferees signed the conference report. Two said they wanted to study the final agreement. However, members of both the Senate and House will be faced with the decision of whether they will support job safety legislation or whether they will oppose it.

After weighing the Conference report, the Administration has announced that it will support it and urge its passage in both the House and Senate. So even at this late time in the lame duck session, it is expected that the report will pass without serious opposition.

The Conference bill is substantially the labor-backed Daniels-Williams Bill with some major exceptions including:

- The Javits Amendment which establishes a three-man review commission to enforce the bill's job safety standards. Organized labor and the Democratic leadership wanted to place this power in the hands of the Secretary of Labor since his actions would be more visible and accountable.
- Criminal penalties for violations were retained only in cases which are determined willful or result in death.

Union Demand

- The "imminent danger" section, which authorizes a cabinet or subcabinet officer to close a plant if an inspector determines that an imminent danger exists, was dropped.
- A provision that inspectors report violations immediately was rewritten so that the requirement was merely "reasonable promptness" in reporting.

Supporters of the stronger, union-backed job safety bill did score some major points in the conference.

Conferees refused to create an independent board to set standards rather than the Labor Secretary. Business groups and the Administration sought such a board in the belief that it would more likely be oriented toward management.

Also, conferees supported the Senate provision which permitted union representatives to obtain inspectors on demand and to walk around with the inspectors without a management representative accompanying them.

The bill covers all workers except those in mining and railroads, which are covered by other laws, and federal, state and local government employees.

SPOTLIGHT ON
Legislation and Politics

- **Court Secrets**
  A myth about the United States Supreme Court has been shattered by the report of a special House subcommittee, which shed new light on some of the Court's secret internal operations. The public impression—shared by many lawyers—often has been that of nine individual justices poring over thousands of individual documents in search of reversible error. But in the course of exonerating Justice William O. Douglas of misconduct charges, the special House investigating subcommittee indicated that over the years there have been certain kinds of cases classified as "frivolous" that some justices haven't handled at all.

- **Goodell Backers Reassured**
  Moderate to liberal Republican Senators who went to bat for New York Sen. Charles Goodell in the 1970 election need not fear reprisals from the Nixon Administration, Vice President Spiro Agnew declared. In a wide-ranging discussion with editors from the Akron Beacon Journal, Agnew called Goodell a "unique case" who made a "career out of disagreeing," and none of the Senators who rallied to his cause is in "any danger of being regarded in that light."

- **Nursing Home Conditions**
  Ralph Nader and a student task force charged that the average American nursing home is a geriatric snakepit where the elderly are systematically manipulated and mistreated. Nader said the old people were victims of a "collective callousness," which his young investigators blamed largely on careless nursing home operators, selfish physicians and indifferent federal officials.

- **Billions Wasted**
  A Senate subcommittee, closing its books on an eight-year probe of the TFX warplane, has accused former Defense Secretary Robert S. McNamara of wasting billions of dollars and damaging the nation's defense posture by ignoring warnings about the aircraft. In a report released by the Permanent Investigations subcommittee, one of McNamara's top aides was accused of conflict of interest and said another should have disqualified himself from the TFX contract award.

- **Child Care Program**
  The White House Conference on Children called for federal funding of comprehensive child care programs, a guaranteed family income and immediate steps to root out racism in America. Most delegates at the six-day meeting gave top priority to "reordering of national priorities beginning with a guaranteed basic family income adequate for the needs of children."

- **Crime**
  Serious crime climbed 10 per cent nationwide during the first nine months of 1970 with the largest increase reported in the suburbs, Attorney General John Mitchell announced. The rate of increase was the lowest for the 9-month period since 1965 and was 1 per cent lower than for the corresponding period of 1969, according to the FBI's uniform crime reports. Large cities of over 250,000 reported crime up 6 per cent, compared to a 14 per cent rise in the suburbs and 9 per cent in rural areas.

- **Health Defects**
  The Department of Health, Education and Welfare said it will put into partial effect next year a three-year-old law requiring states to screen and treat health defects in poor children. The action came three days after the author of the law, Sen. Abraham Ribicoff, (D.-Conn.) criticized the department for missing the July 1, 1969, legislative deadline on beginning the program for six million welfare children under age 21. The department will match state costs in finding and treating cases of deafness, asthma, eye defects, rheumatic heart disease, anemia and other illnesses linked to poverty and malnutrition.

- **Garnishment Law**
  Kentucky has become the first state to be exempted from federal wage garnishment laws because its own laws on the subject meet federal standards. Kentucky is one of nine states which have applied for such exemption. Under the law, the Secretary of Labor can exempt state-regulated garnishments if the state law provides restrictions substantially similar to those in the federal law.

- **Slower Cars**
  The Transportation Department proposed that all passenger cars starting with 1973 models be designed to operate no faster than 95 miles per hour and to sound horns and flash lights when 85 mph is reached. The standard would apply not only to passenger cars but to trucks, buses and motorcycles. The only exceptions would be police cars and vehicles incapable of speeds of 85 mph or more. The industry and public have until Feb. 26, 1971, to submit comments.

- **Senate Confirmations**
  The Senate has confirmed the nomination of Ralph E. Kennedy, NLRB regional director in Los Angeles, to be a member of the National Labor Relations Board. It is the second appointment to the board by President Nixon and fills the vacancy left by the departure of former NLRB Chairman Frank McCulloch when his term expired. The Senate also confirmed David H. Stowe to be a member of the National Mediation Board, succeeding Leverett Edwards.

For Your Information

Wayward Lawyers

K. Martin Worthy, chief counsel for the Internal Revenue Service, said recently that the legal profession is "most wanting" in terms of tax fraud.

"As a lawyer," said Worthy, "I am ashamed to say that in recent years more lawyers have been convicted of tax fraud than members of any other profession."

He said 224 lawyers were indicted for tax fraud during the 1966-70 period and 203 of them were convicted.

Next worst in terms of tax honesty, Worthy said, were doctors and dentists of whom 170 were indicted and 154 were convicted in 1966-70.

Production Down

Industrial production in the United States dropped further during last November to the lowest level since 1967, according to the Federal Reserve Board.

Officials noted that the decline of six-tenths of one per cent had little to do with the United Auto Workers strike at General Motors.

The New York (N.Y.) *Times* reported that the decrease led economists to conclude that the 1970 decline in the U.S. economy will officially be labeled a "recession" in future graphs and charts.

Two Trillion GNP

The United States achieved the trillion-dollar Gross National Product last month and, according to Commerce Department estimates, should double the nation's economic annual output to two trillion dollars sometime in the mid-1980's.

If the projections of experts are right, the U.S. should hit the $1.5 trillion mark by 1976—the nation's 200th birthday.

The U.S. Gross National Product amounted to $103 billion in 1929, then staggered to less than $56 billion in 1933 during the Great Depression before beginning an annual climb that has been uninterrupted in the past 37 years.

Justice and Consumers

The Justice Department announced establishment of a consumer affairs section to concentrate enforcement duties for consumer laws formerly scattered through several divisions of the agency.

Richard W. McLaren, Assistant Attorney General, said the size of the unit would grow as the workload increased.

Some of the laws it will operate under are the Disclosure of Automobile Information Act, the Consumer Protection Act, and the Child Protection and Toy Safety Act.

Pollutants Outpace Cleansers

New chemical pollutants are being produced faster in the United States than are cleansers, according to a panel of scientists who testified before the Senate Public Works Committee recently.

The production of 50 major industrial chemicals is growing at an average rate of seven per cent a year, a figure which means production will double in ten years. The reason is an increasing tendency to chemically process almost every item of food, clothing and shelter.

In this increasingly plasticized, chemical society, said the scientists, there is no idea where most of the chemicals are winding up.

Reading Tutors

The National Reading Council is looking for ten million volunteers to work with poor readers.

The NRC wants the tutors to help wipe out illiteracy as part of the goal of the national "right to read" program announced a year ago.

Currently there are an estimated 250,000 volunteers now helping poor readers. The NRC hopes to achieve the mark of ten million tutors by 1976.

It is estimated the program would cost as much as $50 million a year when it is in full swing.

Canadian Women

After nearly four years of study, the Royal Commission on the Status of Women in Canada has come to the conclusion that women in that country are not getting a fair shake in society.

The commission recommended several drastic changes in both law and social attitudes. Among the recommendations were: Public encouragement for women to enter politics and governmental work; establishment of day-care centers; a guaranteed income for one-parent families.

Smoking in the Air

The Federal Aviation Administration is finding itself increasingly embroiled in the controversy of smokers vs. non-smokers among air travelers on commercial airlines.

A federal court already has dismissed a suit charging that smoking is a hazard to flight safety, but a second suit has been filed requesting segregation of smokers from non-smokers on all U.S. airlines.

Several proposals have been made, including partitioning plane cabins for smokers and non-smokers. One group has proposed complete prohibition of smoking by anyone on an airliner.

Railroad Crossings

There are an estimated 225,000 railroad grade crossings throughout the United States of which about 180,000 lack any kind of automatic warning sign or other protection for drivers and pedestrians.

The Department of Transportation is now conducting exploratory research into a new economical system to protect unguarded railroad grade crossings.

Getting close attention is a system that would be operated by microwave, much more economical to install and maintain than the present method of buried cables. The microwave system would be triggered by an approaching train.

Faculty Cutbacks

Many colleges and universities, plagued with financial problems, are cutting back on their faculties while many other schools have stopped adding professors to their faculties.

Most schools in this predicament are simply not filling vacancies. A few have refused to rehire professors who lack tenure. In some cases, classes have been discontinued.

Curiously, many of the schools cutting back on their faculties have very high endowments and do not need to worry about money.

Injuries in Manufacturing

The frequency rate of work injuries in manufacturing industries during 1969 was the highest since 1951, according to the Bureau of Labor Statistics.

At 14.8 accidents per million hours worked, the rate compared with 14.0 in 1968 and 15.5 in 1951.

Injury rates in contract construction jumped from 26.7 in 1968 to 28.0 in 1969.

Of a total 21 major industry groups in manufacturing, rates for 18 were higher in 1969 than in the preceding year.

Illegal Farm Employment

The number of children between the ages of 5 and 15 found to be illegally employed on farms in fiscal 1970 increased 15 per cent over the previous year, according to the Labor Department's Wage and Hour Division.

There were a total of 1,472 such cases in which the Fair Labor Standards Act was violated.

Migrant children comprised over half of those found illegally employed on farms, many of them operating tractors or handling chemicals and doing other hazardous work.

Tax Reform Puzzle

The Tax Reform Act of 1969 included a puzzling provision that allowed a deduction for bribes or kickbacks unless the taxpayer was convicted in a criminal proceeding.

When brought to its attention, the Senate Finance Committee said the provision, which considerably relaxed previous case law, was "inadvertent."

The committee now has come up with an amendment that would deny a deduction for any payment illegal under federal or state law, or which could cost a "professional" his state license to practice.

Tire Mixing

The National Highway Safety Bureau warns that while some tires are identical in size, that to mix them on autos is a dangerous proposition because of their different structure.

The bureau notes there are at least four entirely different types of tires on the market: belted-bias, radial, bias-ply and conventional. Say the safety people:

"Due to the wide difference in the construction of these tires, their performance under similar load, side slip and braking conditions may differ considerably. A vehicle's basic handling characteristics may be seriously affected when tires of different construction are intermixed."

Power Crisis

A power crisis is gripping the nation according to Gordon Gooch, general counsel for the Federal Power Commission.

Gooch said recently the power problem is not limited to any one area, that the entire country faces "a real squeeze in price, reliability and reserves."

Factors in the power problem include coal exports, restrictions on oil imports, slackened coal mine development, delays in developing nuclear plants and the size of reserves, according to Gooch.

Income Rating

New Census Bureau statistics, based upon findings in the 1970 census, show that income of nearly 50 per cent of the 63 million households in the nation averages $8,000 or less. The figures:

Household Income	*Number of Households*	*Percentage of Households*
Under $1,000	2,016,000	3.2%
$1,000-$1,999	4,289,000	6.8
2,000-2,999	3,895,000	6.2
3,000-3,999	3,886,000	6.2
4,000-4,999	3,603,000	5.7
5,000-5,999	3,795,000	6.0
6,000-6,999	4,011,000	6.4
7,000-7,999	4,298,000	6.8
8,000-9,999	8,106,000	12.9
10,000-14,999	14,524,000	23.1
15,000-24,999	8,425,000	13.4
25,000-49,999	1,760,000	2.8
50,000-and-over	251,000	0.4

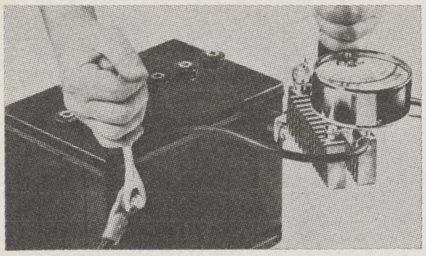
White Collar

The *Wall Street Journal* reported in mid-December that numerous companies are continuing to trim their overhead by cutting administrative and professional jobs not directly involved in production.

Other companies, while not laying off the brass, have frozen hiring in non-production personnel areas.

WHAT'S NEW?

Battery Tester



A battery tester for determining the power of all types of storage batteries used in automotive, marine or industrial machinery is now being marketed in two models for testing six and twelve volt systems.

The testers have special forked prods which will slip into the insulated bolt terminals of the new side terminal batteries.

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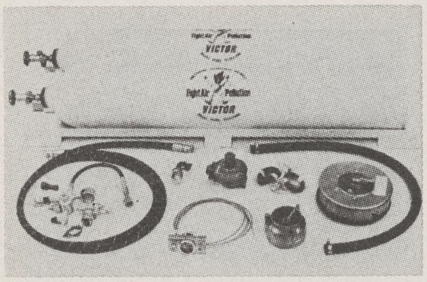
Dual Fuel



A pollution-fighting dual fuel system has been introduced which allows trucks to burn either gasoline or natural gas with instant switchover from one fuel to the other.

The equipment can be installed in less than two hours, according to the manufacturer and reduces exhaust emissions to below the 1974 standards set by the state of California.

•

Starting System

A three-part winter starting system for instant starts at sub-zero temperatures is being offered to fleet owners. Completely installed, the system will cost about $35.

Operating as a warmer for the three crucial points of vehicle starting in cold weather, the system provides for instant starting and lubrication in the coldest weather, according to the manufacturer. The benefits—fast starting and reduced engine wear—make the system a worthwhile investment.

The concept of the quick starting system is to heat the crucial areas of cold weather damage—the coolant system, the battery and the oil pan. To accomplish this, the three-point system provides several heating elements for the truck engine, a battery heater for preserving the battery life; and a lubrication warmer to allow instant oil flow to all parts of the engine.

•

Decals

Plastic Mylar decals in numerous sizes and shapes for personalized use are now being marketed. The manufacturer claims that these signs are washable, water resistant, wrinkle-free they are guaranteed to stay put.

Customized design, lettering and art work are available with normal orders and the company provides a choice of four different vinyl base colors.

•

Non-Polluting Cleaner

A phosphate-free, heavy duty liquid steam cleaning compound which is completely biodegradable (non-polluting) has recently been developed. Scientists claim that the greatest percentage of all water pollution is caused by the phosphates found in most detergent preparations.

The new cleaning additive is said to be suitable for all heavy duty uses including industrial plant maintenance and as a cleaner for truck bodies. The cleaner is ideally suited for industrial cleaning because of its ability to cut through heavy soil, imbedded greases, and oil and tars. The manufacturer also claims that the chemical rinses free from any surface without streaking or hazing on a finish.

The cleaner is composed of only water soluble elements thus eliminating the possibility of clogged lines or corrosion.

•

Battery Protection

A vinyl honeycomb device that can increase the life of truck, automobile and equipment batteries by fifty percent has recently been developed.

The mechanism fits all standard and automotive type battery posts and works to prevent corrosion formation or build up. When properly installed, the battery aid provides a continuous flow of anti-corrosive lubrication by capillary action to the area between the cable clamp and the battery posts where it is needed the most.

According to the producer, the device can be installed in minutes by anyone.

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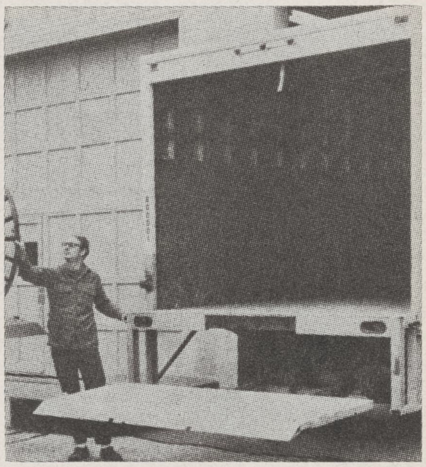
Folding Tail Gate



Elevating folding tailgates for installation on trucks with hydraulic-electric systems or PTO-actuated drive units are now being offered in three varying load capacities. The gates are available in 1,600, 2,000 and 3,000 pound capacities.

When not in use, the gates fold under the truck body to prevent interference with loading from a shipping dock.

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WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Sound Prediction

"Well, Mrs. Waggs, did the election turn out the way you expected?"

"Oh, yes, I was afraid all the time it wouldn't go like I said it would. And it didn't."

Best Friend

"I don't like your dog. Every time I come he barks and I don't trust him. I'd come oftener if it wasn't for your dog."

"A dog," said the host without blinking, "is man's best friend."

Gee, Thanks

The mental patient walked up to the new superintendent. "We like you much better than we did the last fellow," he said.

The new official beamed. "Why?" he asked.

"Oh, you seem more like one of us."

Smart Girl

Nellie's two boy friends were fighting over her in the front yard. Her father remarked: "If you like one boy better than the other why don't you jump in and help him?"

"Well, Papa, it's like this," answered Nell. "You've seen two dogs fighting over a bone many times haven't you? Well then, tell me this, did you ever see the bone join in the fight?"

Seeing Is Believing

During a fire in the night, the tenants of an apartment hotel rushed into the street carrying their most prized possessions. One woman noticed that the gentleman who lived directly above her was carrying a large, covered bird cage.

"What have you there?" she asked out of curiosity.

"That's my pet rooster," said the man.

The woman gasped and fainted. When she was revived she told her anxious neighbor, "I'm sorry I fainted but you see, I've been under treatment by a psychiatrist for the past year because I kept hearing a rooster crowing!"

Evens Things Out

"The average rural teacher's salary is $4,000 a year," said the man, "While the city teacher gets twice as much."

"Well," replied the woman, "it takes them twice as long to find a husband in town."

Unreasonable

"Look here, private, this man beside you on this fatigue detail is doing twice the work you are."

"I know, sarge. That's what I've been telling him for the last hour, but he won't slow down."

Don't Worry 'Bout Me

Draftee: "Goodbye, dear. Look after the home well, and if you need money while I'm gone, just go to the bank."

Wife: "Yes, dear. What time does the bank open this morning?"

'Taint Fair

"This is the darndest depression I have ever seen. Everybody's working, and everybody's broke. At least we didn't have to work in the last one."

Sailing, Sailing

Drunk (after bumping into the same tree three times)—Losht, losht, in an impenetrable fores.

Who Noticed?

A theater owner tried an experiment. He ran the same picture for thirty days straight under nine different titles. Only four customers complained. There might have been more, but it was a drive-in theater.

Our Song

The scene was a teen-age rock 'n roll juke joint. The waiter dropped a tray of dishes and six couples got up to dance.

Philosophy

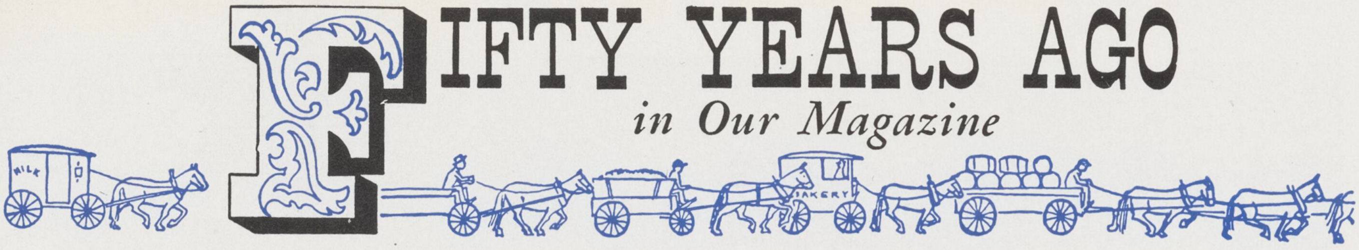
That my youth has been spent
I am fully aware
That my Get-Up-and-Go
Has Got-Up-And-Went
But I really don't mind.
When I think with a grin
Of all the swell places
My Get-Up has been.

Bottom of List

"I would like to marry your daughter."

"Well, sir, you can leave your name and address, and if nothing better turns up, we can notify you."

FIFTY YEARS AGO
in Our Magazine



Vol. XVIII *(From the January, 1921, issue of the TEAMSTER)* **Number 1**

Economic Indicators

- **Building Activity**

Building operations for the principal cities in October amounted to ninety-one million dollars compared to ninety-six million dollars the previous month and 157 million one year ago.

More than 100 of the principal cities of the country reported a decline as compared with last year. For the first ten months of the calendar year, building operations in the principal cities have totaled 1.3 billion dollars compared with 1.6 billion dollars for the same portion last year and 405 million dollars for the corresponding months of 1918.

The increase shown over a year ago is hardly sufficient to offset the increased cost of building so that total construction for this year to date must be somewhat below the corresponding portion of last year.

Money in circulation as of the first of December was $6,363,000,000.00. This is exactly the same amount as the previous month and represents an increase of only $973,000,000 over one year.

The dollar circulation per capita boils down to $59.41, seven cents less than last month ($59.48) and an increase of only $3.76 one year ago.

Strikebreakers

Strikebreaking policemen who were hired to replace strikers in a large metropolitan city have established an unenviable record for themselves according to the report of the city's police commissioner.

During the strike, eight times more property was reported stolen, 73 policemen were found guilty of various charges and dismissed while 51 quit with charges pending against them.

Capital Goes on Strike

Over-Production; High Prices Causing Factory Shutdowns

AFTER years of casting labor in the villain's role—employers are finding techniques backfiring on themselves as workers produce more than ever in the history of man and that production lies in storerooms across the country because the consumer can no longer afford to buy—not even necessities.

What happens now? Factories close their doors, and employers absolutely refuse produce. No attention is paid to the thousands of idle men and women who are dependent on their day's pay for the next day's bread.

The press is strangely silent on criticizing the employer who refuses to produce. Labor is told it must expect a reduction in wages before we can hope to reach "normalcy."

It is hoped that we never do reach "normalcy" because that will mean that labor will once again become the football of employers. Normalcy would mean that employers would be free to lower wages, raise prices and profit margins just as they were before the trade union movement had enough strength to prevent this type of juggling.

Court's Power Feared by Labor

Injunction judges are blind to human rights, and they offer no hope for a solution of industrial disputes, says the San Francisco Call and Post.

"The courts, as a rule," says the editor, "can see a right of property through a grindstone, whereas a human right is as inconspicuous as a fly speck on a stove pipe.

"The legal approach to the labor problem yields not a ray of hope. Already invoked by the most reactionary employers, it is always bitterly resented by the working men. If the method is successful it makes radicals of those who suffer from it.

"Employers will have to learn, sooner or later, that the only way to deal with labor is to bargain with it. If power is to continue to be the final umpire in industrial disputes, capital will have to give in when labor has the most power.

"The only alternative is democracy, which few think of trying."

Shoe Prices Doubled Because Workers Got .45-cent Raise

A representative of the Boot and Shoe Workers reports that shoe manufacturers have recently taken advantage of the newly negotiated wage rates of shoe workers to double shoe prices.

"The public has been led to believe that the high cost of shoes is largely due to the increase in wages, while, as a matter of fact, the true wage increase amounts to .45¢ per pair. Shoe manufacturers took this opportunity to double the market price of their shoes offering the lame excuse that these increases were brought about by high wages in the industry."

All of us in labor have heard this type of talk from the employers at one time or another. The examples of employers laying the blame for all price increases on the heads of working men and women are too numerous to outline.

Lately, however, with so many workers being put out of work by the greed of employers, they will be hard pressed to blame labor for the problems that they themselves are now causing for all of us now.

The union further accused employers of using the current employment situation as a tool against the workers by asking workers to voluntarily accept wage increases to prevent the shutdown of their factories. Workers should remember that individual employers are looking for a favorable competitive position and that a cut in the wages of one factory will lead to a general cutting of the wage level for all Boot and Shoe Worker members.

Union spokesmen see no signs of concomitant cuts in shoe prices by the employers—shoe makers earning less money could not afford to buy shoes even before the prices went up if they were to take pay cuts they certainly would go unshod.

Brake-in the New Year Right ...

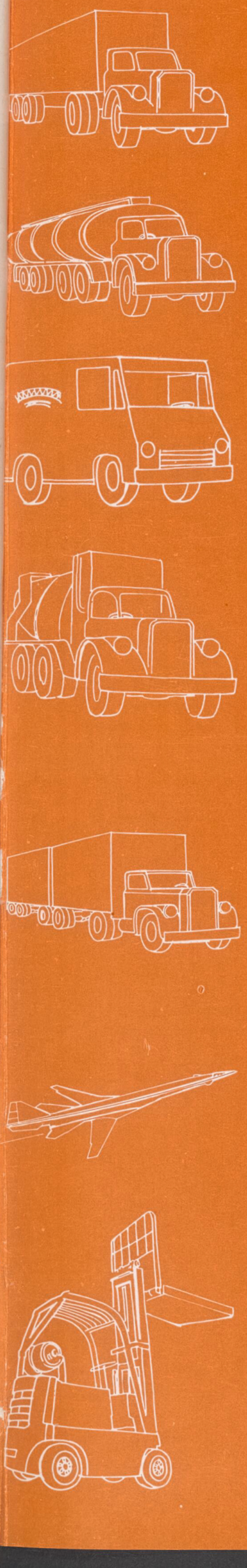
DRIVE SAFELY

I. B. OF T. C. W. & H. OF A.

THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

FEBRUARY 1971



'Fitz' Reaffirms Position

Western Food Processing Division Wants NLRB Farm Workers Law

Win Gains

Chicago Newspaper Drivers Okay New 2-Year Agreement

TV Station Employees Vote Teamster

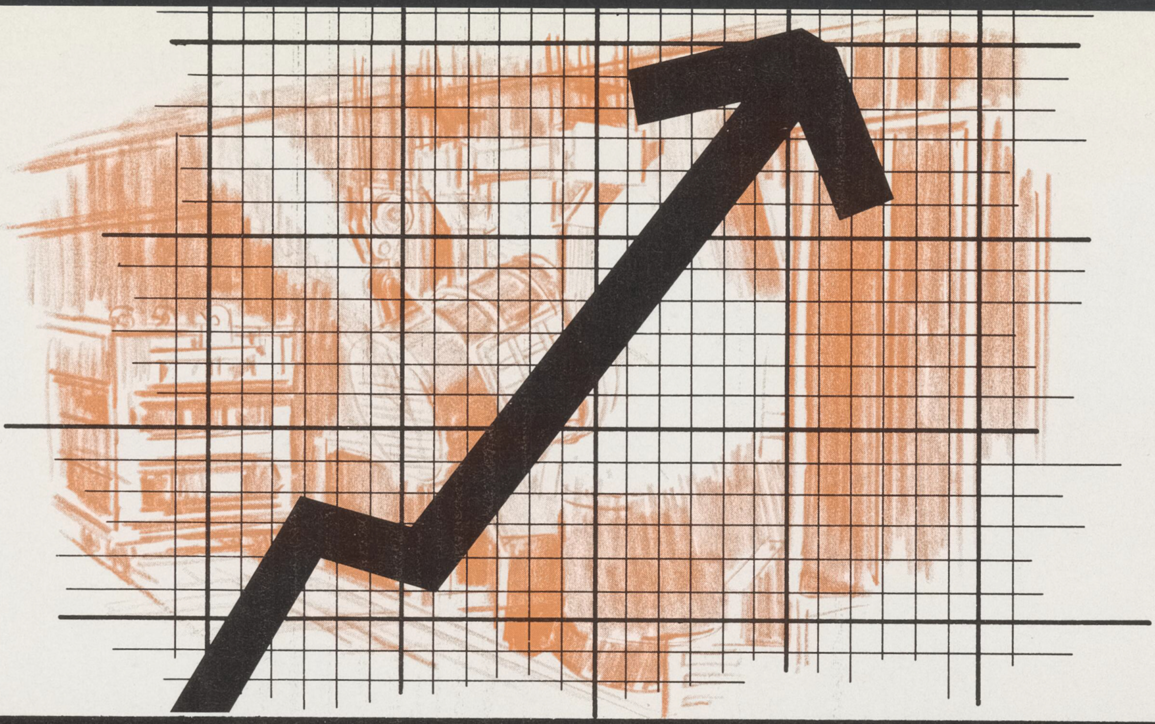
Minnesota Merger

Fitz Presents Charter To New Joint Council

Discharge Case Won by Atlanta Local

Two New VPs

General Executive Board Holds Quarterly Meeting



LABOR'S PLACE IN HISTORY

THERE is something unreal about recent developments moving toward what, in a few months, probably will be called the "steel crisis" in the United States.

The picture is akin to a soap bubble in the air; it floats up and down on the breeze and if you reach toward it, it pops with a sudden mist and vanishes even as another soap bubble starts bouncing about.

There is one fundamental fact: A collective bargaining agreement exists between the United Steelworkers of America and the major companies dominating the basic steel industry. Negotiations on a new contract covering 400,000 workers are scheduled to begin next August 1st.

Now comes Bethlehem Steel Corp., the second largest producer, with an announcement of price increases of more than 12 per cent in structural steel. The hikes, largest in years, were due to go into effect next March. The reason, said Bethlehem, is that its 1970 earnings were only $90 million—a 40 per cent drop from profits of the previous year. Two smaller steel producers immediately announced similar price increases—absolute proof that stabilized "price guarantees" adopted by the industry last year are not working. (A couple of weeks later, Bethlehem sliced its increase in half after the U.S. Steel Corp., No. 1 producer, announced a 6.5 per cent increase in prices.)

The White House announced quick concern about the projected steel price increases. Mr. Nixon ordered his Cabinet Committee on Economic Policy to study the action. The implication was that the cabinet committee should figure out a way to encourage Bethlehem and its followers to roll back the projected price hike. As January came to a close, the cabinet committee still had not met.

Meanwhile, Mr. Nixon's most trusted aide hinted there was a possibility (if the price hike was not rolled back) that the President would invite foreign steel-producing countries to lift their present voluntary quotas for exporting steel to the U.S. However, the same aide described the President as not asking for a roll back of the announced price hikes.

Other Administration officials since have voiced worry that the Bethlehem price hike will trigger a sweeping increase throughout the industry. If that happens, the United Steelworkers can be expected to seek very large wage increases in their new contract negotiations.

Steel industry spokesmen, at the same time, have been going full tilt—like tin ducks in a shooting gallery—with never-ending propaganda that workers are causing the inflation, that wage guidelines are needed, and that steel profits are seriously endangered.

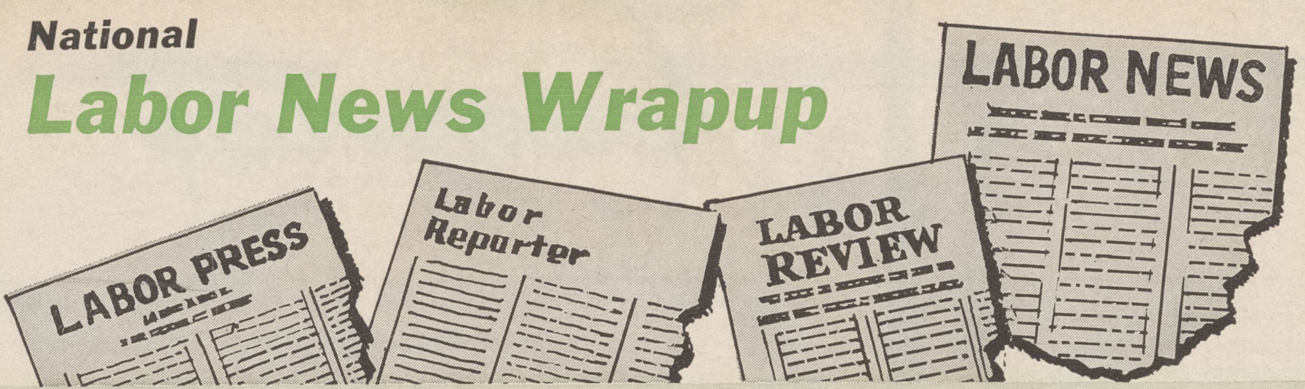
This anti-collective bargaining commentary has been so peppery that steel users have begun to interpret it as a warning of a certain strike late next summer. They have begun stockpiling supplies, an action in itself that may have encouraged Bethlehem's price increase while adding another spur to inflation.

Finally, there was a strange happening in mid-January when Paul A. Volcker, Under Secretary of the Treasury for Monetary Affairs, addressed 200 economists and financial executives at a luncheon in New York City (he asserted the "momentum of inflation has clearly been checked"). Volcker was introduced by W. B. Boyer, president of Republic Steel Corp. Neither man said a word at the podium about the steel price hike. They went even further: Both declined to answer questions, as the New York (N.Y.) *Times* put it, "about the steel confrontation."

Daily newspapers already are referring to the upcoming steel contract negotiations in apprehensive terms. And well they might, for there has been a scarcity of straight talk by industry leaders to date.

National

Labor News Wrapup



LONDON, ENGLAND—Organized labor in England is locked in a last-ditch battle with the ruling Conservative Party over a proposed industrial relations bill with harsh restrictions against unions. The Trades Union Congress (TUC)—the British AFL-CIO—is calling a special convention on March 18 to climax its intensive campaign against the legislation. The General Council of the TUC unanimously agreed that the legislation represents a fundamental and retrogressive change in the whole basis of industrial relations by introducing legal directive and sanctions throughout the entire collective bargaining process. The bill has already passed its second reading in Parliament. If it passes the third time in March it will become law.

HONOLULU, HAWAII—A weekly television series of news on labor affairs and consumer information, premiering in mid-January, will be presented by the Hawaii Educational Television Network with the cooperation of labor unions and the University of Hawaii's Center for Labor Management.

WASHINGTON, D.C.—The Department of Labor plans to lean heavily on the transportation and construction industries in 1971 to effect basic changes in labor-management relations. Secretary of Labor James D. Hodgson, in a year-end press conference, declared that these were two top priority goals among many others in what he called "a year of decision." In the transportation field, Hodgson said, the Administration will seek passage of an emergency disputes law along the lines of its proposal introduced last February.

TOKYO, JAPAN—Labor-short Japanese employers are pursuing teenagers with all the zeal of college athletic coaches going after star athletes. Cash gifts, presents to parents, and promises of overseas travel all are being used by aggressive personnel men to hire Japanese children down to the junior high school, the Labor Ministry said in a report.

AKRON, OHIO—President Thomas E. Boyle of the Chemical Workers Union announced that the International Federation of Chemical Workers will undertake a world-wide boycott of Sterling Drug Co. products, such as Bayer Aspirin, Lysol and Phillips Milk of Magnesia. The Chemical Workers have been on strike against Sterling Drug in Cincinnati and Rennsselaer, N.Y. since June, charging that the firm balks at negotiations.

WASHINGTON, D.C.—The Department of Labor and Local 12 of the American Federation of Government Employees have signed a far-reaching collective bargaining agreement covering Washington, D.C. employees. The agreement, which culminates two years of negotiations on a wide range of issues, applies to approximately 4,000 non-supervisory employees of the department in the Washington area.

SPRINGFIELD, ILL.—The memory of Mother Jones, one of the most remarkable and effective organizers in labor's history, was honored by the Illinois Labor History Society at its annual meeting here. Professor Philip Taft, a leading labor historian, reviewed the phenomenal career of Mother Jones, who from the age of 41 until she was 93, took part in most of the great organizing drives and strikes by unions in the late 19th and early 20th centuries. Taft recalled her role in organizing railroad workers for the old Knights of Labor in 1877 and her participation in the Chicago "Poor Peoples March" in 1885.

WASHINGTON, D.C.—There were only five vacant factory jobs per thousand at the end of October as compared with six openings in September and seven in August according to the U.S. Department of Labor. Total vacancies numbered 93,000 as compared with 118,000 in September and 242,000 a year ago. While the UAW strike was responsible for some of the decline, the department said that "lower vacancy rates appeared to be too widespread to be entirely attributable to the strike." Comparing new hires with the vacancy rates, the Labor Department concluded that employers appear to be filling their openings more easily than they were last year due to increasing unemployment.

WASHINGTON, D.C.—Efforts to prevent strikers from being eligible to buy food stamps have been turned back by Congress, but conditions under which they can get them are deeply disappointing to organized labor. A House-Senate conference committee has reported a compromise bill that gives with one hand but takes a great deal away with the other. Nevertheless, the fact that strikers in real need will be able to buy stamps at all is regarded as important.

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DEDICATED TO SERVICE

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Contemplated for Trucks
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The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The FIELD

Kansas' Driver 'o' Year Is Local 696 Member

Roger L. Bassett, a member of Teamster Local 696 in Topeka, Kan., recently was named "Driver of the Year" by the Kansas Council of Safety Supervisors for the Kansas Motor Carriers Assn.

Bassett has driven a truck 33 years and rolled up a record of more than 3.5 million miles without a chargeable accident. He has been employed by the Graves Truck Lines of Salina, Kan., for the past 24 years.

Italian War Vets Names Teamster Editor

Nicholas Raimo, a member of Teamster Local 843 in Union, N.J., recently was appointed to serve as editor for the official publication of the Italian American War Veterans.

The publication, *ITAM Torch,* is distributed to some 65,000 members throughout the United States on a quarterly basis.

Raimo is a former national commander of the veterans' organization, serving for the year 1966-67.

Indian Center Honors Minnesota Teamster

Tony Felicetta, secretary-treasurer of Teamster Local 792 in Minneapolis, Minn., recently was presented a totem pole by the Nee Gee Community Center, an Indian youth recreation organization.

Felicetta was honored for his help in providing recreational equipment for the Indian youths that use the center which has been in operation less than a year.

The Teamster official inspired donations exceeding more than $2,000. The money was used to purchase a pool table, ping pong table, basketball and softball equipment.

Western Bakery Leader Takes Retirement

Richard E. Rhodes has retired as secretary-treasurer of Teamster Local 219 in Denver, Colo., to end a long career of leadership.

A member of the bakery local since 1934, Rhodes was named vice president of the union in 1935. Following service in World War II, Rhodes was named business agent for the union in 1946 and 11 years later was elected secretary-treasurer, a post he held until retirement.

In addition to his Local 219 duties, Rhodes also served as secretary-treasurer of Teamster Joint Council 54 and was a member of the policy committee of the Western Conference of Teamsters.

Through the years, Rhodes also held various trade union offices including the presidency of the former Denver Trades and Labor Assembly. He was chairman of the board of the *Colorado Labor Advocate,* a federation-endorsed weekly newspaper.

Rhodes was active in community affairs and served as a member of the Citizen's Budget Committee and the Governor's Committee to appoint judges in the First Judicial District.

New York Officer On College Faculty

Max Sherman, president of Teamster Local 239 in Little Neck, N.Y., takes time from his busy schedule to spend two evenings a week as a teacher at the New York City Community College.

Sherman was appointed last fall as an adjunct professor of economics at the school. He lectures on labor economics and labor relations.

Teamster Pioneer Dies in New England

Joseph M. O'Connor, former officer of Teamster Local 404 in Springfield, Mass., died recently at the age of 67.

A Teamster from 1937 until his retirement more than six years ago, O'Connor was a member of the original committee that negotiated the New England Teamsters and Baking Industry Welfare and Pension Plans. He served as a union trustee on both funds up to the time of retirement.

O'Connor held various offices in Local 404 and was secretary-treasurer at the time he stepped down.

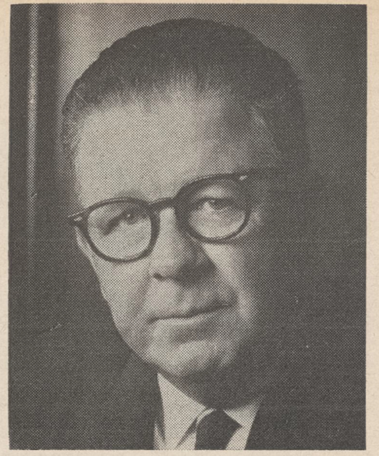
Camp Fire Girls Elect Teamster

George Cavano, secretary-treasurer of Teamster Local 174 in Seattle, Wash., recently was elected to the board of directors of the Seattle-King County Council of Camp Fire Girls, Inc.

Member Elected To Legion Post

Vernon Samms, a member of Teamster Local 175 in Charleston, W.Va., recently was elected post commander of American Legion Post No. 130 in Marmet, W.Va.

Message of the General Vice President



Development in Highway Safety

HIGHWAY SAFETY has long been of crucial interest to the International Brotherhood of Teamsters. Simply put, the cities streets and the nation's highways are the job site for thousands and thousands of our members. Passage of the recent Occupational Health and Job Safety Bill was a landmark in making industrial job sites safe and healthy places where thousands of others of our members work.

We have just gone through a series of negotiations with the Department of Transportation on changes in qualifications for professional drivers. These changes went into effect January 1, 1971. While we in the International Union are not entirely satisfied with the changes as finally adopted, the fact is that our drivers live with these new proposals each day they drive their rig out of the terminal.

Another development is in the works, this time by the National Highway Safety Bureau which results from national legislation aimed at cutting down on slaughter on the nation's highways.

In short, the development is a computerized operation which will record the driving habits of every American who operates a vehicle either for his private use or for professional gain.

Under this program, the various states will channel into the centralized computer such information as:

Motor vehicle inspection; motor vehicle registration; motorcycle safety; driver education; driver licensing; codes and laws; traffic courts; use of drugs and alcohol in relation to highway safety; identification and surveillance of high accident locations.

Planning and administration; traffic records; emergency medical services; highway design, construction, and maintenance; traffic control devices; pedestrian safety; police traffic services; and accident clean up.

The centralized computer operation at the Federal level will be used to aid in development of national programs and priorities in highway safety. Under this system:

All states will supply summary information on drivers, vehicles, accidents and progress in implementing highway safety program standards.

In addition, states will continue and expand their participation in the National Driver Register Service which identifies drivers whose licenses are currently under suspension or revocation.

In short, by pushing a button, your driving record will be instantly available to officials of both the states and the National Highway Safety Bureau.

We in the International Union view this development with mixed emotions. There is the 'Big Brother' aspect of the development which is repulsive to those of us who value our privacy and freedom. On the other hand, we know that highway slaughter must be stopped, and this is particularly important to those who use the streets and highways as job sites.

We in the International Union will be watching this development, intent that any such program be equally applied to all drivers such as pleasure car drivers, drivers of all types of city, state and federal vehicles and *not* only to drivers of commercial vehicles. We do not intend to see any program developed to punish professional drivers while letting others escape, as we feel is the case with the recently promulgated changes in qualification for professional drivers.

Frank E. Fitzsimmons

Two New VPs

General Executive Board Holds Quarterly Meeting

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Palm Springs, California, with two new vice presidents taking their seats on the governing body of the organization.

Teamster General Vice President Frank E. Fitzsimmons administered the oath of office to Sam Provenzano, of Union City, N. J., and Edward Nangle, of Reading, Pennsylvania.

Provenzano was seated as eleventh vice president, appointed by Fitzsimmons to fill the unexpired term of the late Dominick Calabrese. Nangle became twelfth vice president, appointed

The IBT general executive board held its regular quarterly meeting last month in Palm Springs, California with two new vice presidents, Sam Provenzano and Edward Nangle, seated to fill recent vacancies caused by the death of Dominick Calabrese and the retirement of Harry Tevis.

by Fitzsimmons to fill the unexpired term of Harry Tevis, of Pittsburgh, who announced his retirement as of January 1, 1971.

Both Teamster General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn gave comprehensive reports concerning the activities of their respective offices.

Of special note was a report by Fitzsimmons on research work being done in Pontiac, Michigan, at the Frank E. Fitzsimmons Medical Research Complex. This research deals with hazards of truck driving, particularly the environmental hazards in the cab in relation to air pollution by engine fumes, noise levels in the cab, and the effects of constant vibrations on the physical well being of the driver.

Additional Report

A complete report of the research being conducted in this area appears on page 18 of this issue of the *International Teamster* along with action now being taken by the Department of Transportation as a result of these studies.

An additional report is now being prepared on the psychological effects of tractor-cab environment and will be a subject for a future article in the International Teamster.

International Union vice presidents also heard reports from the union's legal and legislative departments.

Two resolutions were adopted by the general executive board. One dealt with the Teamster position and contractual relationships with California farm workers. The resolution outlined Teamster contractual relationships with major California growers; outlined meetings between the IBT and the United Farm Workers Organizing Committee at which jurisdiction was defined; related how the UFWOC has since violated that agreement by conducting a boycott against lettuce harvested under Teamster contracts; and proposed a course of action.

Resolution Language

That action includes additional meetings with the AFL-CIO to urge the body to secure compliance with understandings on jurisdiction by the UFWOC. Failing that the resolution calls for:

1. Resistance to the consumer boycott activities of the UFWOC directed against Teamster-produced farm products under bona fide collective bargaining agreements;

2. For Teamster affiliates to maintain and defend their rights to handle Teamster-label products produced under bona fide collective bargaining agreements;

3. And calls for the union to conduct an informational campaign through all available means of communication and before consumer and church groups to inform both the general public and food distributors about the violation by UFWOC of written jurisdictional agreements and understandings and the committee's written pledge not to organize employees already operating under Teamster agreement.

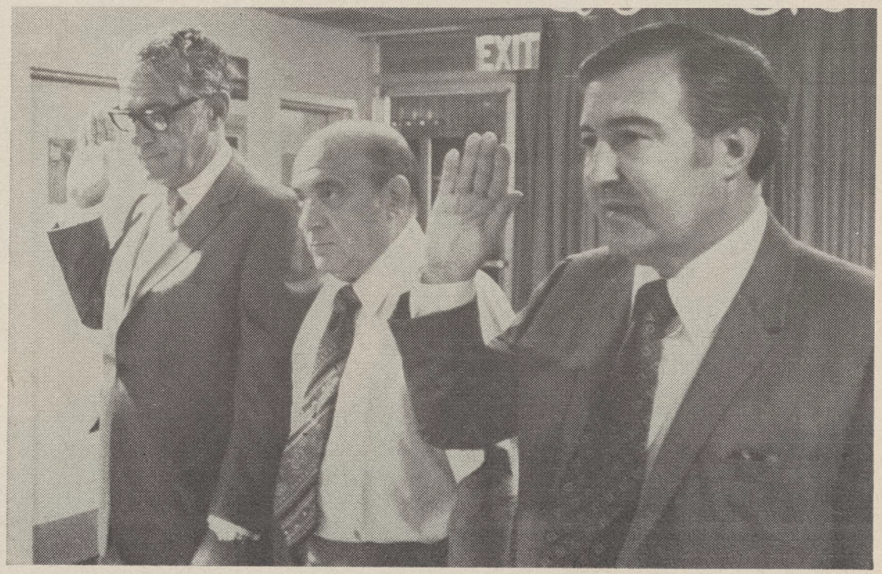
The other resolution lent support to the move to make the late Martin Luther King's, Jr., birthday a national holiday.

The resolution recognized the work of Dr. King on behalf of both the poor and the black race throughout the world, noted that Dr. King was assassinated while standing as the world's leading advocate of non-violent social protest, and resolved that January 15th be established as a new national holiday "to honor this great American."

Other business of the general executive board consisted of regular housekeeping chores.

Teamster General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn gave comprehensive reports to the board concerning the activities of their respective offices.

Ed Nangle (left) and Sam Provenzano (right) take the oath of office as new vice presidents on the general executive board. IBT Vice President and Eastern Conference Director Joseph Treretola witnesses the solemn occasion.



Teamster General Vice President Frank E. Fitzsimmons addressed the recent meeting of the Western Conference of Teamsters Food Processing Division meeting. Fitzsimmons reiterated his stand on coverage under the National Labor Relations Act for the nation's farm workers, and reaffirmed the Teamster position to protect jurisdiction in this field where contractual relations with growers span nearly 10 years.

'Fitz' Reaffirms Position

Western Food Processing Division Wants NLRB Farm Workers Law

BOTH THE IBT and the Western Conference Food Processing Divisions have given full support to legislation to provide proper and equitable protection to agricultural workers, but both strongly oppose legislation along the lines sponsored by former Senator George Murphy (R-Calif.); in the 91st Congress.

Both the International Union position and that of the Western Conference Food Processing Divisions were made clear at a meeting of the Western Conference Division in Palm Springs, California, early in January.

Speaking for the International Union, Teamster General Vice President Frank E. Fitzsimmons reiterated an early stand that Teamsters are determined to resist all encroachment on the jurisdictions Teamsters now have in food processing. His earlier statement was in reference to boycotts now being conducted by the AFL-CIO United Farm Workers Organizing Committee (UFWOC) against produce harvested by workers under long standing Teamster contracts.

While certain jurisdictional understandings concerning Teamster representation of farm workers in California have been reached with high AFL-CIO officials, the UFWOC continues its boycott in spite of those understandings.

Howard Haynes, director of the National Food Processing Division, told the Western Conference delegates "it is quite apparent that organization of non-union plants—particularly those east of the Rocky Mountains—need attention of the division and are high priority targets of the organization."

Haynes pointed out that business transitions, and the diversification of such companies as Beatrice Foods, once primarily a dairy firm into various processed food lines, will be under careful analysis by the national division.

Peter Andrade, chairman of both the IBT and the Western Conference Food Processing Divisions, told delegates "the time has come for Congress to afford farm workers and the unions representing them the same rights which industrial and other workers have with their unions under the National Labor Relations Act."

Haynes, Andrade, and delegates from the floor, stressed the need to tailor contracts, particularly those with conglomerates and national companies, so unions will be able to assist their sister locals and to develop uniformity of wages and conditions.

Delegates were given an insight into the manner in which unemployment benefit payments have been reversed in California during the Ronald Reagan administration. In 1966, the year before Reagan became Governor, 14.6 per cent of the claimants out of every hundred who took their cases to the Unemployment Appeals Board came away a winner as opposed to 19.6 per cent of the employers.

In December 1969 the number of claimants winning their appeals had dropped to 3.7 per cent. As of last September the number of employers winning their appeals before the governor-appointed board had increased to 46.5 per cent.

Union officials are encouraged to assist workers in preparing claims for unemployment benefits and every effort should be made to make a strong case before the referee. It is at this point that the proper groundwork must be laid as the decision of members of the appeals board is based on the record established before the referee.

Economist Harry Polland discussed the advisability of food processing unions establishing a human rights commission to assist members in various matters not a part of the collective bargaining contract. Such a commission, said Polland, could assist in the promotion of education among the workers and their families; also it could join with employers in providing whatever counsel might be needed to ease or remove tensions and hostilities among workers.

Teamster General Vice President Frank E. Fitzsimmons is flanked by Howard Haynes, (left) director of the National Food Processing Division and Peter Andrade, chairman of the WCT and the IBT Food Processing Divisions.

Harry Tevis

Executive Board Changes

The death of Vice President Dominick Calabrese and the retirement of Vice President Harry Tevis resulted in changes on the General Executive Board of the International Brotherhood of Teamsters.

Sam Provenzano was named 11th Vice President to fill the Calabrese vacancy and Edward Nangle was named 12th Vice President to succeed Tevis.

Harry Tevis Retires

HARRY A. TEVIS of Pittsburgh, Pa., a Teamster for more than 40 years, has tendered his resignation as third Vice President of the International Brotherhood of Teamsters.

Tevis first signed up with a Milk Wagon Drivers Local Union in 1929 and has served as a Vice President of the International since July 1, 1954. His 17 years on the general executive board rank among the highest in uninterrupted tenure since the birth of the Union.

Pioneer

His pioneering efforts on behalf of the Teamsters since the early days of the Great Depression really began when he became the first full-time business representative ever employed by Teamster Local 249 in Pittsburgh.

He managed, in the tough days of 1931, to bring a group of dairy employees into his local union. Following the successful negotiation of a contract, the Milk Wagon Drivers and Dairy Employees got together and established what now is Teamster Local 205 in Pittsburgh.

War Labor Board

Tevis served as one of Local 205's business representatives through the years and in 1945 was elevated to the presidency of that local union.

During the World War II period, the Teamster leader served on the War Labor Board and did considerable work for the American Red Cross.

As a Teamster leader, Tevis has held various posts including the presidency of Teamster Joint Council 40 in Pittsburgh. He long served as a member of the board of the Eastern Conference of Teamsters and was on the policy committee of the National Dairy Division when it was functioning.

For a 10-year period, Tevis was an executive board member and vice president of the Pittsburgh Central Labor Union.

His Contribution

General Vice President Frank E. Fitzsimmons, in remarking upon Tevis' resignation, viewed his retirement "with mixed emotions as we will all miss his good counsel, but we also know his retirement is well deserved."

Fitzsimmons continued:

"We have all known Harry for many years. We have respected his competence and his contribution to the Teamster movement in Pennsylvania and throughout the country. In accepting his letter of resignation which was effective Jan. 1, 1971, I am sure that all will join with me in a heartfelt thanks to Harry for his contributions and best wishes for many, many happy years of retirement."

Tevis, who was born June 17, 1905 in Pittsburgh, now plans to devote himself to the family life of which he has always been extremely proud. Five children and 14 grandchildren will keep him busy.

Provenzano N

SAM PROVENZANO, newly appointed 11th vice president of the International Brotherhood of Teamsters, is a 20-year veteran of Teamsterism and the labor movement who worked his way up from member to a position on the IBT General Executive Board.

Provenzano joined Teamster Local 560, in Union City, New Jersey, in January, 1950. He was then employed as a city driver for Super Service Motor Freight Company.

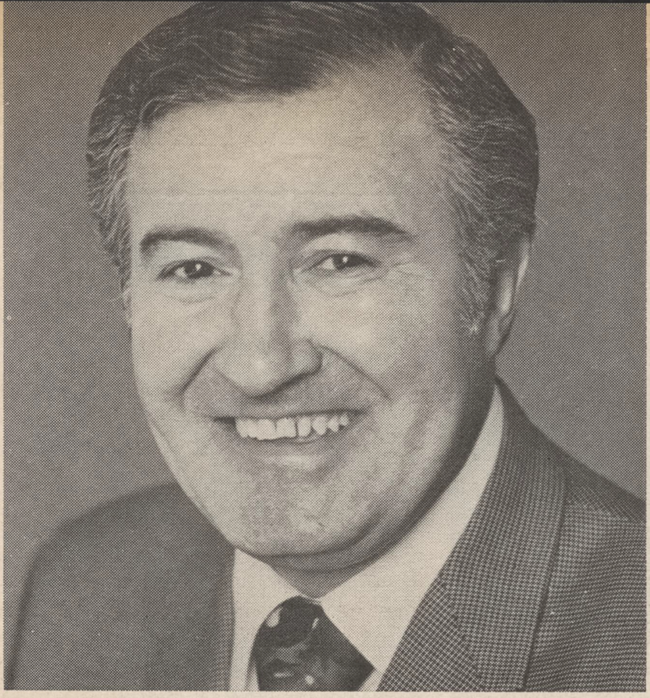
He drove for that company for 10 years, and during his employment with Super Service Motor Freight he served seven years as shop steward.

During the late 1950's, Local 560 was experiencing growing pains as organizing drives put more members into the union, and when Local 560 leadership looked for expanded staff, Sam was appointed business agent for the local in November, 1960.

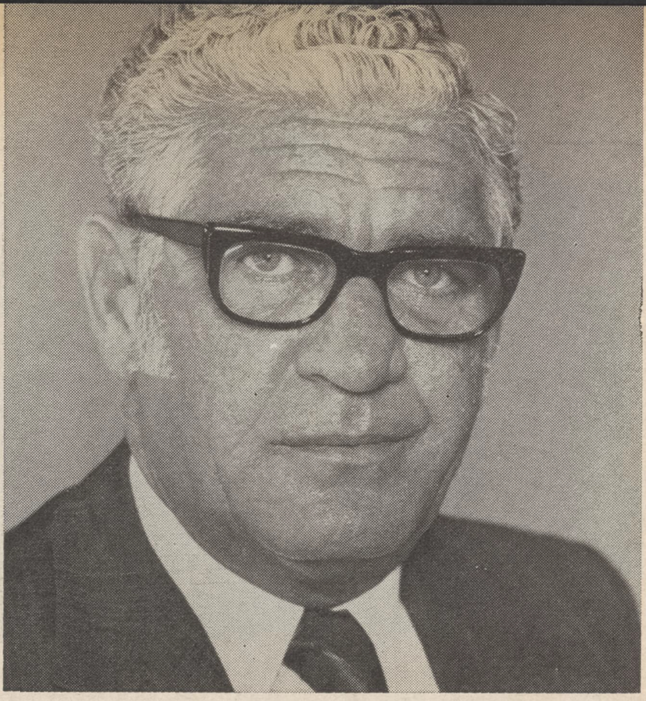
His performance as a business agent attracted even more attention, and as a reward for his hard work, he was appointed trustee of Local 560 in June, 1961. For the next five years he served the local as business agent and trustee. He organized, negotiated contracts, settled grievances, and policed agreements for the local union.

In May, 1966, Provenzano was appointed president of Local 560, won election to a full term at the next election, and serves in the capacity of Local Union president today.

At the same time as he was appointed president of Local 560, a vacancy occurred on the Joint Council executive board, and Provenzano be-



Sam Provenzano



Edward Nangle

Named 11th VP

came a trustee of Joint Council 73. Joint Council 73 encompasses Teamster local unions in Northern New Jersey.

His next step up the ladder was in March, 1967, when he was appointed vice president of the Joint Council. In November, 1967, Provenzano was elected to the Joint Council vice presidency as his reputation for leadership began to spread throughout the state of New Jersey.

In September, 1969, he was named a general organizer for the International Union.

Following the death of the late Dominick Calabrese, Joint Council 73 looked for leadership, and Provenzano was named to serve out Calabrese's unexpired term as president in January, 1971.

Calabrese's death created a vacancy in the International Union's general executive board. Teamster General Vice President Frank E. Fitzsimmons tapped Sam Provenzano to fill the vacancy, and he was seated January 11, 1971, as 11th vice president at the general executive board quarterly meeting, receiving unanimous approval of the other vice presidents.

Provenzano was born April 22, 1921, in New York City. He and his wife, Gladys, have four daughters, ages 22, 20, 16, and eight.

With 20 years of Teamsterism behind him in nearly every category from member, to local union and joint council official, and now as an International Union vice president, Provenzano offers both youth and wide experience.

Nangle Named 12th VP

EDWARD NANGLE, newly appointed 12th vice president of the International Brotherhood of Teamsters, has been a Teamster all of his adult life, beginning washing trucks when he was 16 years old.

He served his time as a platform worker, then worked as a city pickup and delivery driver, and finally went over-the-road for New York-Pennsylvania Motor Express. He has been a member of Local 429 in Reading since June 14, 1937.

His only interruption from Teamsterism was during World War II when he served his country as a paratrooper. Once discharged from the service, he returned to his work in Reading.

Nangle's leadership abilities were soon evident to his fellow workers, and in 1946 he was elected a local union business agent, a position he held for 18 years. It was in this service to the local union that Nangle gained an insight into job problems, contract negotiations, grievance procedures, and organizing the unorganized.

In 1964, Nangle's leadership ability was again recognized when he was appointed secretary-treasurer of Local 429. He was elected to that position at the union's next election, and he has served in that capacity since.

In 1969, death took the president of Teamster Joint Council 53 in Philadelphia. Local unions in Joint Council 53 looked to Nangle to fill the vacancy created by the death of Al Sabin, and Nangle serves in that position of leadership still.

Also, in 1969, Nangle was appointed secretary-treasurer of the Eastern Conference of Teamsters when Joseph Trerotola was elevated to the position of conference director. Nangle was elected without opposition to secretary-treasurer of the Eastern Conference in October, 1970, at the 9th Area Conference meeting in Washington, D. C.

Upon the retirement of International Union Vice President Harry Tevis, of Pittsburgh, on January 1, 1971, the International Union looked again for leadership, and General Vice President Frank E. Fitzsimmons turned to Nangle who received unanimous confirmation from the general executive board. Nangle was sworn into office January 11, 1971, by Fitzsimmons at the regularly quarterly meeting of the general executive board, held in Palm Springs, California.

Community Service

Born June 23, 1920, in Reading, Pennsylvania, Nangle has long been associated with community causes. Recognition of his civic leadership was recognized in November, 1970, at a testimonial dinner in his name in the City of Philadelphia. He there received the Eleanor Roosevelt Humanities Award, where the proceeds of the occasion went for the purchase of bonds for Israel.

Nangle and his wife, Margaret, are the proud parents of one son and the proud grandparents of two grandchildren who reside in Florida.

Joining General Vice President Frank E. Fitzsimmons in Minnesota joint council merger ceremonies were (left to right): IBT Vice Presidents Harold Gibbons and Ray Schoessling; Jack J. Jorgensen, president of the new Joint Council 32; Fitzsimmons; IBT Trustee Roy Williams, and IBT Vice President Robert Holmes.

Minnesota Merger

Fitz Presents Charter To New Joint Council

General Vice President Frank E. Fitzsimmons was on hand personally to present a charter to the new Minnesota Teamsters Joint Council 32 in ceremonies recently at Minneapolis, Minn.

The new council is comprised of delegates from the old Joint Councils 32 of Minneapolis and 34 of St. Paul.

Fitzsimmons gave the charter to Jack J. Jorgensen, president of the new council, and then swore in the new executive board: Jorgensen; Don Erickson, vice president; Howard Fortier, secretary-treasurer; Tony Felicetta, recording secretary; Harold Yates, Fred Snyder and Warren Hassenbush, trustees.

60,000 Members

The merger agreement designates the president, vice president and secretary-treasurer as the three top officers. The council is composed of 27 local unions with a membership totaling more than 60,000.

Taking part in the ceremonies were International Vice Presidents Harold Gibbons of St. Louis, Ray Schoessling of Chicago, and Robert Holmes of Detroit, along with International Trustee Roy Williams of Kansas City.

Also in attendance were Minnesota Gov. Wendell Anderson, the mayors of Minneapolis and St. Paul and dozens of city officials, judges and members of the state legislature. Former Gov. Karl Rolvaag and Congressman-elect William Frenzel also were present.

Fitzsimmons praised the Minnesota Teamster leadership for effecting the merger and predicted it would provide the membership with greater and more effective service.

He discussed briefly the long, colorful history of the old joint councils. J.C. 32 was founded in 1914 and J.C. 34 was established in 1917.

California Local Wins Large Unit

Workers employed by Sierra Homes, a mobile home manufacturer in Highgrove, Calif., voted for representation by Teamster Local 166 of San Bernardino, Calif., by a 2-to-1 margin in a recent National Labor Relations Board election.

George G. Hall, Local 166 secretary-treasurer, said 87 production and maintenance workers, along with service and warehouse employees, were eligible to ballot. The vote tally was 56 for the union and 28 against.

Limousine Drivers Win Pact

Substantial wage increases were won in a new agreement with Club Cars, Inc., of Long Island City, N.Y., after 50 chauffeurs employed by the limousine company went on strike for three weeks.

Bernard Adelstein, president of Teamster Local 1034 in New York City, said the final settlement was negotiated after six weeks of bargaining. The 3-year contract was made retroactive to last November 19th.

In addition to the wage gains, the contract included a guaranteed work week, standard holidays and paid vacations as well as provisions for health and welfare, life insurance, hospitalization, prescription drugs and dental and optical plans, and other features.

Paid uniform allowances, job security and checkoff were also negotiated.

Adelstein said the agreement was a significant breakthrough in the limousine industry which, for the most part, is unorganized in the New York metropolitan area.

Local 1034, in addition to representing other crafts, has approximately 1,000 chauffeurs employed in the funeral livery industry.

Large Unit Won by NY Local

Production workers employed by Cee-Bee Mfg., Co., Inc., in Brooklyn, N.Y., voted by a 2-to-1 margin in favor of Teamster Local 363 in a recent National Labor Relations Board representation election.

John Connolly, Local 363 secretary-treasurer, said 234 workers were eligible to ballot. The vote count was 132 for the union and 62 against.

Cee-Bee manufactures auto accessories.

● Clerical Win

Office and clerical employees at American Welding Supply Co., Inc., in Mt. Vernon, Ill., voted by a 2-to-1 margin for representation by Teamster Local 50 of Belleville, Ill., in a recent National Labor Relations Board election, according to Arthur E. Luekemeyer, secretary-treasurer of the local union.

For Collective Action

ALA Extends $56,000 Grant To L.A. Community Union

The Alliance for Labor Action has extended a $56,000 grant to The East Los Angeles Community Union (TELACU) that will be given on an $8,000 monthly basis through June, 1971.

ALA Co-Chairman Frank E. Fitzsimmons, General Vice President of the Teamsters Union, and Leonard Woodcock, President of the United Auto Workers, announced the grant.

In a joint statement, they said: "TELACU has made important strides toward solidifying the members of its community. In creating a feel- of solidarity, it has given the people a belief that together they can solve the community's most urgent problems."

Collective Action

TELACU adheres to the union belief in collective action to solve problems of housing, jobs, education, and related subjects in a predominantly Mexican-American community of some 250,000 low-income people.

Estaben Torres, TELACU director, said the organization is a network of interrelated local action programs "striking at the heart of the social and economic needs of the East Los Angeles community."

All the programs, he said, are designed to unite the community to give its residents the strength to meet their own needs and manage their own affairs.

Founded in 1968, TELACU has set up small industries for community unemployed and has provided help to other small businesses by offering technical aid and advice on obtaining loans.

Other programs include the construction of low-cost housing, manpower development, a credit union, and reading improvement for disadvantaged children.

The latest grant brings ALA's full support of TELACU to $172,000 since September, 1969.

Teamsters Lead NLRB Balloting

Teamsters Union affiliates outpaced the rest of organized labor in National Labor Relations Board representation election activity and success last September.

The Board reported that Teamster unions participated in 190—or nearly 33 per cent—of the total of 570 single-union elections and won 86—or more than 28 per cent—of the total of 302 single-union elections won by all unions.

Of the more than 14,000 workers eligible to vote in bargaining units won by all unions in single-union ballots, some 2,643—or nearly 18 per cent—elected to go Teamster.

Depression?

Jobless Benefits Double in 1970 As 4.6 Million Hunt for Work

Unemployment benefit costs are running at a rate approximately double that of last year.

With unemployment now approaching the 5,000,000 mark—it was 4,600,000 in November — jobless benefits should reach the $4.9 billion level in fiscal 1970. Total benefits paid in state programs reached only $2.8 billion last year.

Even if there is a marked improvement in the economy over the balance of fiscal 1970, it is estimated that benefits will reach about $4.2 billion.

Hope for much of a cut in benefits was greatly diminished by the December 5 report on initial claims and the number now receiving benefits. This showed "substantial" increases in both categories.

Initial claims during the week of December 5 totaled 398,600 the highest December volume since 1960. This was 44,500 higher than the previous week and 151,600 more than the comparable week in 1969.

Insured unemployment totaled 2,192,900 during the week ending November 28—202,800 more than the previous week and 1,030,700 more than a year ago.

At Air India

Nick Giraffa (right), president of Teamster Local 732 in New York City, is shown with N. deSouza, assistant manager of Air India, at the offices of the airline newly organized by the Teamsters Union. More than 150 clerical and passenger service employees of the overseas company, including the pretty reservation agent shown with Giraffa and de Souza, went Teamster in a recent National Mediation Board election.

IBT Vice President Joseph Trerotola (right), was pleased to present a graduation certificate to Joseph Klinger (left), a Local 732 chief steward, at Cornell ceremonies. Looking on is Al Romano, Local 732 business representative.

IBT Vice President Trerotola beams as he presents certificates to lady stewards of Teamster Local 732.

Cornell Labor Studies

VP Trerotola Takes Part In Graduation Ceremonies

International Vice President Joseph Trerotola participated in graduation ceremonies at Cornell University's Labor Relations School recently, handing certificates to stewards from Teamster Local 732 in New York City.

Two hundred members of various labor unions received certificates at the ceremonies upon completion of the study program held over a 12-week period.

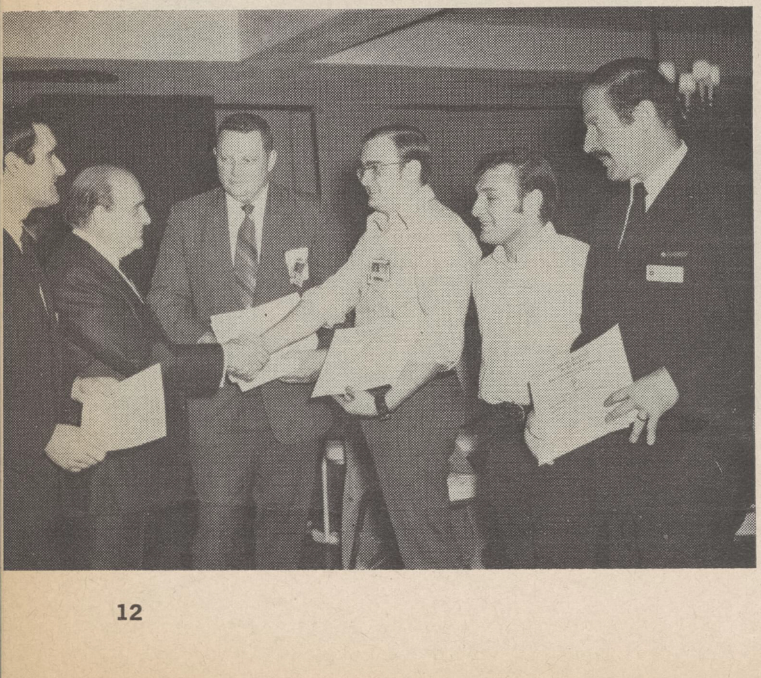
The course of study included the subjects of grievances, workmen's compensation, health and welfare programs, Social Security and so on.

Trerotola, pleased with the participation of Local 732 stewards, commented: "I'm really impressed with the amount of people who participated in the program. A strong grievance procedure is the heart of the contract."

Tony Bai, an organizer for Teamster Local 282 of New York City, was the class salutatorian for the ceremonies.

He was honored for having completed a 2-year course of study at Cornell's School of Industrial and Labor Relations.

Local 732 stewards received certificates from VP Trerotola in the Cornell ceremonies.



Tony Bai (left), Teamster Local 282 business agent, was class salutatorian and received a diploma from Robert F. Risley, assistant dean of Cornell University.

In Philadelphia

Food Drivers' Agreement Ratified Overwhelmingly

Some 1,800 food drivers employed by four major supermarket chains and all wholesale grocers in the Philadelphia, Pa., area recently ratified by an overwhelming vote a new 3-year contract providing them substantial wage increases.

The agreement went into effect January 1, 1971, and covers members of Teamster Locals 500, 929, 676 and 470.

Assisting in negotiations was John Greeley, director of the IBT National Warehouse Division.

Besides the wage gains, improvements also were won in health and welfare and pension benefits to conform with the increases in the National Master Freight Agreement wrapped up last summer.

There were also improvements made in job security language and the vacation schedule was revised to permit a maximum of five weeks after 25 years on the job—a "first" for drivers in the Philadelphia area.

The final settlement was reached after negotiations were moved to the office of Charles Deussing, a commissioner in the Federal Mediation and Conciliation Service.

Leading a rank-and-file committee in the talks were: Charles Amarosa, William Brown and William O'Farrell, president, secretary-treasurer and vice president respectively of Local 500; IBT Trustee Maurice Schurr, president of Local 929, and Max Zorn and Phil Catanoso, Local 929 business representatives.

Steelhaulers Remain in Teamsters

The National Labor Relations Board has ruled that efforts of a dissident group of steelhaulers (Fraternatal Assn. of Steel Haulers) does not constitute a "functionally distinct department for which a tradition of separate representation exists."

The ruling of the NLRB thus quashed the effort of the FASH to carve out a separate bargaining unit from the Teamsters National Master Freight Agreement.

The NLRB ruled that steelhaulers will remain a part of the Teamster bargaining unit.

In its opinion, the NLRB added that "in all circumstances, we find that the requested employees do not have interests in common with each other which are substantially different from those of other employees" covered by the Teamsters' National Master Feight Agreement.

Florida Local Wins Ruling At Overland

The National Labor Relations Board recently affirmed the trial examiner's finding that Overland Hauling, Inc., of Ocoee, Fla., violated the law by refusing to bargain with Teamster Local 385 of Orlando, Fla., certified representative of all truck drivers and owner-operators employed by the company.

Overland took exception to the trial examiner's decision that there were no unresolved issues requiring a hearing. The examiner had granted a general counsel motion for summary judgment. The company claimed that the regional office's determinations and disposition of objections were erroneous and contrary to law.

The Board, however, found no merit in Overland's contentions and ordered the company to cease the unlawful conduct and bargain with Local 385 upon request.

Driver Award

EUGENE GRUBB SR.

Eugene Grubb (left), champ driver from Teamster Local 413 in Columbus, O., received a plaque from Vic Everett, acting president of the local union, in recognition of Grubb's driving accomplishments through the years. A driver for Roadway Express, Grubb has a 21-year safe driving record. In roadeo competition through the years, Grubb has won his class in Ohio trials in 1960, 1961, 1962, 1963, 1964, 1967 and 1968 and won a national roadeo crown in 1969.

Recognition

The day after he filed for his pension as a road driver for Roadway Express in Oklahoma City, Okla., Harlan G. Brewster, a member of Teamster Local 886, was stricken with a fatal heart attack. In recognition of his many years of service and loyalty as a good union man, his widow was presented a watch and pin by the company. Shown are (left to right): Travis Newby, vice president of Local 886; Mrs. Brewster; Kenneth L. Harms, Local 886 assistant business agent, and Joe Varbel of Roadway Express.

Win Gains

Chicago Newspaper Drivers Okay New 2-Year Agreement

Members of Teamster Local 706 in Chicago, Ill., voted overwhelmingly to ratify a new 2-year agreement providing them substantial wage increases and other fringes at daily newspapers in Chicago.

George M. Flannery, Local 706 secretary-treasurer, said the contract covers about 1,150 drivers employed by the four dailies in Chicago in addition to the *Wall Street Journal, Daily Racing Form,* the Charles Levy Circulating Co., and several foreign language newspapers.

The ratification vote was 6 to 1 in favor.

Other Gains

Flannery said that besides the substantial pay boosts, the newspaper drivers also gained a higher employer contribution to the hospital-surgical trust fund along with larger contributions to the pension fund.

Other gains included four weeks paid vacation after four years on the job, and a $100 vacation bonus to be paid to employees with 20 or more years on the job with one employer as of Dec. 31, 1970.

● Vending Win

Workers employed by Servomation of Chattanooga, Inc., voted for representation by Teamster Local 515 of Chattanooga, Tenn., in a recent National Labor Relations Board election.

David L. Halpenny, president of Local 515, said 22 workers were eligible to ballot. The vote was 15 to 7 for the union.

The bargaining unit includes routemen, maintenance and commissary workers and hostesses.

Discharge Case Won by Atlanta Local

Fannie M. Harris, who was discharged from her job at Allied Foods, Inc. because of her activities for Teamster Local 528, Atlanta, Ga., has been offered reinstatement after the National Labor Relations Board upheld a trial examiner's decision that the company was guilty of an unfair labor practice.

One of her duties as a quality control inspector was to check for cans with open seams. As to union activity, Miss Harris testified that while she was working at the plant, District 50 was the union in the plant and she was secretary of that local. Miss Harris also said that sometime in August and September 1969, she actively sought to get Local 528 into the plant.

Union Activity

The trial examiner held that the company would not have discharged her but for her union activity. He noted that Allied Foods, while advancing as the cause for her discharge the ground that she failed to inspect properly thereby causing a defective run of 57,600 cans, did not investigate the alleged incident with sufficient deliberation and thoroughness to assure that it was reasonably certain that the defect was the result of Miss Harris' failure to perform her duties.

The examiner stated that the company displayed unreasonable haste in discharging Miss Harris, noting testimony of its own supervisors that the defects could have been the result of causes extraneous to her.

Pretext Noted

Noting also that she had been threatened with the possibility of discharge because of her union activity, the examiner held that the employer seized upon existence of a defective lot and acted precipitously to discharge her. The asserted reason was found to be a pretext to obscure the true motivation for discharge.

Allied Foods was ordered to cease the unlawful conduct, offer Miss Harris reinstatement and make her whole for losses suffered. The charges alleged and not proved were dismissed.

TV Station Employees Vote Teamster

A heavy majority of workers employed by KFSA-TV, a television station in Fort Smith, Ark., voted for representation by Teamster Local 373 in a recent National Labor Relations Board election.

Hoyle Sallis, Local 373 secretary-treasurer, said the vote was 16 for the union, one against and one ballot was challenged.

The bargaining unit includes operational, engineering and program employees, directors, cameramen, artists, film director, film editor, carpentry and other maintenance workers.

NLRB Case Won by Local 528

The National Labor Relations Board agreed with the trial examiner that Atlanta Big Boy, Inc., of Atlanta, Ga., unlawfully discharged Lynn Wells in March 1970, because of her activity on behalf of Teamster Local 528 of Atlanta.

Miss Wells was hired as a waitress at a new restaurant opened by the company in February, 1970, and shortly afterward contacted the Teamster local union. At the same time, she spoke with other employees after work and during lunchbreaks about the need for a union.

The examiner said the company contended that Miss Wells' discharge was for tardy arrival on the job and for being insolent in conversation with the manager on a topic not related to unionism.

It was the examiner's conclusion that the management knew about the waitress' union activity and threatened discharge before the actual firing.

The Board ordered Atlanta Big Boy to cease the unlawful conduct and offer Miss Wells reinstatement and make her whole for any losses suffered.

● Stardust Win

Clerical employees of the Stardust Hotel in Las Vegas, Nev., voted for representation by Teamster Local 995 in a recent National Labor Relations Board election.

Unfair Boss

Iowa Local Wins Decision Over Firm in Discharges

Arbie Mineral Feed Co., of Marshalltown, Ia., unlawfully refused to bargain with Teamster Local 790, fired two employees because of their union activities, and committed other infractions according to a recent decision by the National Labor Relations Board.

Affirming the trial examiner's findings, the Board said it was found that the union had valid authorization cards from a majority of employees at the time the union made a recognition demand on the firm in January, 1969.

Argument Rejected

Various employer arguments attacking validity of the cards were rejected and it was held that the company's pattern of unlawful conduct had a lingering effect which was unlikely to insure a fair or coercion-free election.

Evidence supported the local union's charge that employees Charles Wogan and Gerald Breaklander were illegally discharged by using a pretext to conceal anti-union motives.

Other unfair labor practices involved illegal interrogation and threats.

Arbie was ordered by the Board to cease the unlawful conduct, to bargain with the union upon request, to offer reinstatement to Wogan and Breaklander and make them whole for any losses suffered.

● In Minnesota

Employees of the Corco Precision Products Co., of Minneapolis, Minn., voted overwhelmingly for representation by Teamster Local 970 in a recent National Labor Relations Board election.

Earl Drange, Local 970 secretary-treasurer, said the ballot count was 50 for the union and 19 for "no union."

Aid Sought For Therapy By Member

Louis Gonzalez, a member of Teamster Local 657 in San Antonio, Tex., for 22 years, is seeking aid for a therapy room to help him ease the effects of a gunshot wound.

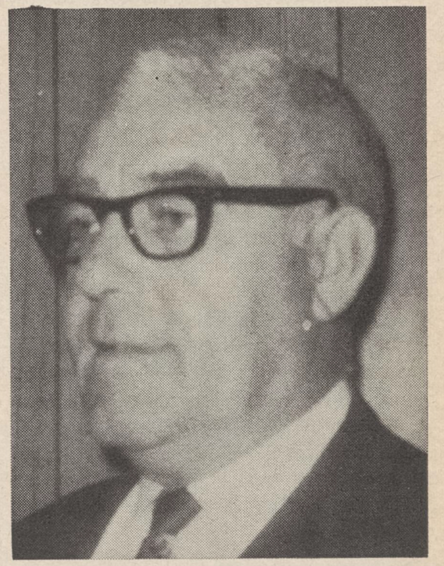
Gonzalez was shot in the neck in March, 1968 and suffered permanent disability as a result of the bullet passing through the lower cervical spine.

In a letter to General Vice President Frank E. Fitzsimmons, Gonzalez appealed for help from Teamsters everywhere, noting that he did not have insurance nor money enough to get medicine he needs, adding:

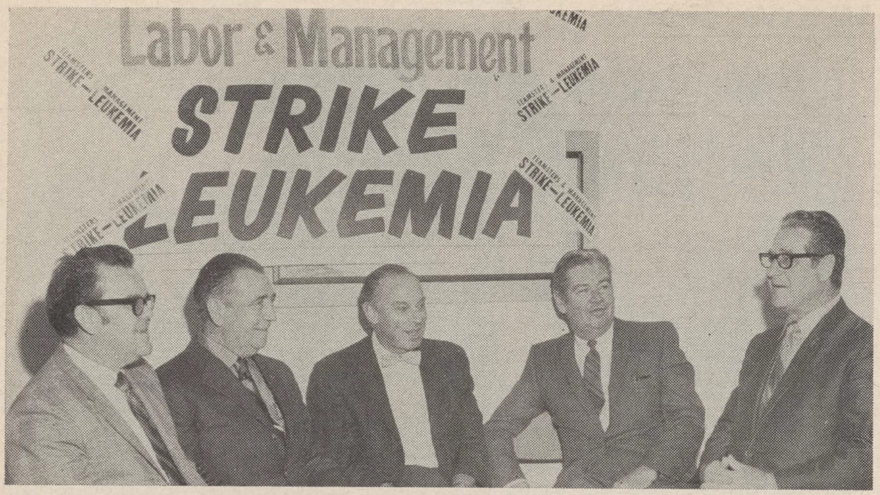
"I would like so much to have a therapy room to try to help myself and my family . . . I am hoping you can help me, anything you can do for us, will be greatly appreciated."

Gonzalez' address is: 2036 Buffalo, San Antonio, Tex., 78211.

A Testimonial



William A. "Satch" Wetzel, who retired as secretary-treasurer of Teamster Local 126, Fond du Lac, Wisconsin, last September, was honored with a testimonial dinner attended by nearly 200 guests representing labor, management, attorneys, insurance agencies, members of the local, and friends and relatives. Ray Schoessling, vice-president of the International, was the main speaker at the dinner.



Planning a "strike" against leukemia in the San Diego area recently were (left to right): Ben Griffith, executive director of the local chapter of the Leukemia Society of America; and Teamster officials Gordon Bourne of Local 683, Willard Kline of Local 481, James Barham of Local 542 and John Lyon of Local 36. Lyon, vice president of the San Diego leukemia society, spearheaded the Teamster side of the campaign.

In San Diego

'Strike' Against Leukemia Joined by Teamster Locals

Four Teamster local unions in the San Diego, Calif., area have joined in a "strike" against leukemia, dreaded blood disease, which backers of the plan hope will become nationwide.

The joint labor-management effort, inspired by the San Diego Chapter of the Leukemia Society of America, is aimed at raising money to conquer the disease which strikes an estimated 41,000 Americans every year.

The immediate goal of the "strike" is to raise $50,000 to be used for research and to help those stricken with the blood cancer.

John Lyons, secretary-treasurer of Teamster Local 36 in San Diego, headed up the Teamster effort in which three other Teamster locals and the Southern California Joint Council also participated. Joining with them is a "management committee" dedicated to winning employer participation in the program.

Both the Teamsters and the management group have dispatched letters of appeal to their respective groups.

In a unique public action, both Teamsters and management representatives "picketed" the San Diego city hall to bring attention to the campaign against leukemia.

● In Missouri

Teamster Local 864 of Rolla, Mo., recently negotiated a 1-year contract providing wage gains and other benefits for 65 members employed by King Co., barber concessionaires, at Fort Leonard Wood, Mo. The Teamster barbers at Ft. Wood comprise one of only two union barber shops in armed forces training centers around the nation.

Nashville Local Wins Big Unit

Teamster Local 327 of Nashville, Tenn., recently won a representation election conducted by the National Labor Relations Board for 145 employees of the Gas Appliance Supply Corp., of Franklin, Tenn.

William L. Ellis, Local 327 secretary-treasurer, said the ballot count was 82 for the Teamsters, 55 for the Steelworkers and six "no union" votes.

The collective bargaining unit includes drivers and production and maintenance workers employed by the gas appliance firm.

Contact Lens Ban Lifted For Drivers

The Bureau of Motor Carrier Safety has lifted its ban on contact lenses for truck and bus drivers.

However, the new ruling specifies that drivers must carry a second set of contact lenses in their vehicles.

Firing Case Won by Mass. Local

The National Labor Relations Board has agreed with a trial examiner that Naumkeag Auto Sales, Inc. unlawfully discharged Albert L. Grenier because of his activities for Teamster Local 42, Lynn, Mass.

Grenier, a mechanic, was solely responsible for stimulating employee interest in the union and initiating organizing arrangements. Thus, he contacted the local, obtained authorization cards, and solicited 12 employees to sign them. At least one supervisor was admittedly aware of the solicitations, it was found.

The trial examiner found that the company's opposition to the union was demonstrated in an employee meeting called by the company president following Local 42's demand for recognition.

The company's reliance upon alleged customer complaints in justifying the discharge of Grenier was contrived and pretextual in nature, the examiner ruled.

It was also determined that a supervisor illegally threatened an employee that support of the union would cause the company to withhold a contemplated employee pension plan as well as cause the employee to suffer a reduction in pay.

Naumkeag was ordered to cease the unlawful conduct, offer reinstatement to Grenier and make him whole for losses suffered.

● Car Handlers

Loaders and unloaders and brakemen employed by Werner Ind., Inc., of Chicago, Ill., voted for representation by Teamster Local 713 in a recent National Labor Relations Board election, according to James J. Calabrese, vice president of the Local.

Five Firings

Indiana Local Wins Case Over Union-Busting Boss

Management of a paper company that tried to chill an organizing campaign by Teamster Local 716 of Indianapolis, Ind., got its comeuppance recently when the National Labor Relations Board ruled it had violated the law in a wholesale firing act.

The Board affirmed the findings of the trial examiner who ruled that C.P. Lesh Paper Co., wrongfully discharged Paulette Lacefield, Patricia Benson, Mary Jane Carter, Anna Qualls and Sherry Vance in January, 1970.

Hearing evidence showed that the firings were an integral part of the employer's anti-union strategy which necessitated the discharge of four of the women to get into the position where it could fire the fifth employee.

The ultimate purpose, the examiner ruled, was to warn other Lesh employees of the company's displeasure over the union organizing campaign and of the risk they would incur by supporting the union.

Miss Lacefield first sought Local 716's aid and later distributed union cards inside the plant and in the parking lot, succeeding in getting the signatures of 10 of her co-workers.

In the days that followed, the employer unlawfully interrogated employees, threatened them with discharge, loss of privileges and other reprisals, and told them that they did not and would not receive scheduled wage increases because of their involvement with the union.

Furthermore, the company created the impression of surveillance and promulgated and maintained a rule prohibiting its employees from engaging in union talk and activity in the plant during non-working time in non-working areas.

Lesh was ordered by the Board to cease the unlawful conduct, offer reinstatement to the five dischargees, and make them whole for any losses suffered.

Tougher Brake Code for Trucks Planned

Douglas A. Toms, director of the National Highway Traffic Safety Administration, said that the government would require heavily loaded trucks to have brakes that can stop them as quickly as passenger cars.

"We are moving as rapidly as possible to require trucks to have anti-skid type of brakes," Toms said in an interview. He said that the tough new standards would be intended to avoid chain collisions of trucks and cars on superhighways.

Government safety standards do not require passenger cars to have anti-skid brakes, but Toms said that they were needed on trucks because of their size and weight. Experts said heavily loaded trucks normally cannot be braked to a stop in distances less than two to three times those required by passenger cars.

Operated by an electronic device, the anti-skid mechanism prevents the brakes from locking the wheels—a major cause of uncontrollable skids.

Four Ballots Won by Texas Local

Teamster Local 941 of El Paso, Tex., won four National Labor Relations Board representation elections in recent weeks that added a total of nearly 125 members to the union's roster.

Joe Stovall, Local 941 secretary-treasurer, said the ballots were won at Romney Produce Co., Inc., a wholesale produce firm; Zork Hardware, a wholesale hardware company; El Paso Terminal Warehouses, Inc., and El Paso Cartage Co., and Berman Leasing Co., a truck leasing firm—all located in El Paso.

Drivers at Romney voted 36 to 10 for the union. Warehousemen, drivers and shipping and receiving workers at Zork voted 27 to 6 for the union, and workers with the same job classifications balloted 23 to 3 for the union at El Paso Terminal and Cartage. Mechanics and servicemen at Berman favored the union 8 to 3.

Seniority Provisions In Contracts

Seniority provisions prevail in 92 per cent of collective bargaining agreements, according to a recent study by The Bureau of National Affairs, Inc., a private reporting service.

A survey of 400 representative agreements, said BNA, showed that 89 per cent base an employee's ranking on the seniority list in terms of time elapsed since hiring. Some 11 per cent compute seniority on the basis of time actually worked or on a combination of factors such as experience, training, and length of service.

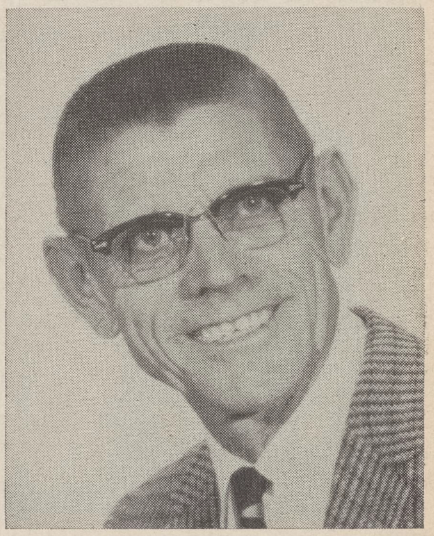
Layoff Role

Seniority plays some role in the selection of employees for layoff in 88 per cent of the agreements studied, with 30 per cent making it the sole consideration.

About 62 per cent of the contracts permitted employees scheduled for layoff to displace less senior workers on other jobs. Recall is carried out in reverse order of layoff under 81 per cent of the agreements.

Some 4 per cent of the agreements made seniority the sole factor in determining promotions, while 37 per cent required promotion of the most senior employees unless not qualified.

Retired



Gordon E. Cartwright has retired under the Western Conference of Teamsters Pension Program after 26 years membership at Teamster Local 104, Phoenix, Arizona. Cartwright was employed for the same length of time by Pacific Motor Trucking Company.

Research Results

Noise Control Standards Contemplated for Trucks

FOLLOWING close on the wake of research findings at the Frank E. Fitzsimmons Experimental Research Complex at Pontiac State Hospital in Michigan, the Department of Transportation is contemplating setting standards to control the noise level inside trucks and busses.

Studies by Dr. Donald Dawson—who heads the research facility named in honor of the Teamster General Vice President—have determined that truck drivers are subject to excessive noise in the cab.

As a result, Dr. Robert A. Kaye, director of the Federal Highway Administration's Bureau of Motor Carrier Safety, said recently that his bureau is considering rule-making action aimed at decreasing the noise level inside the cabs of commercial vehicles.

Dr. Kaye pointed out that high noise levels inside truck and bus cabs engaged in sustained highway travel can be a potential safety hazard. He said:

"The more pressing and direct hazard is the effect of extended high noise levels on drivers' alertness while behind the wheel under certain circumstances. There is also a possible long-run personal occupational hazard of damage to drivers' hearing. Serious consideration of federal regulatory action is warranted."

Dr. Dawson found that excessive noise does result in mental fatigue and hearing defects for truck drivers.

His findings revealed that a physical examination of 100 Teamster truck drivers in the Pontiac area, aged 37 to 50 years, showed that 45 of them suffered from mental fatigue. Fifteen of the 100 were found to have suffered hearing defects or some decrease in alertness.

Taking the Pontiac findings into consideration, Dr. Kaye said comments on the feasibility of regulations are being requested from all interested parties. The regulations that might be developed, of course, would be based on standards of the Society of Automotive Engineers or on safety and health standards set by the Department of Labor under the Walsh-Healey Public Contracts Act.

The proposal does not deal directly with commercial vehicle noise as a contributor to environmental pollution. However, in concentrating on the noise to which a truck or bus driver is exposed, it is expected that the total noise level of the vehicle would also be reduced thus having a secondary effect of decreasing environmental noise pollution.

Recognizing that a noise level test on a stationary vehicle, rather than a moving vehicle, would be much simpler and less costly for both motor carriers and federal enforcement personnel, Director Kaye has specifically requested information on whether there is a reasonable correlation between the sound level when the vehicle is stationary, with its engine operating, and when it is running on the road at highway speeds.

In his report to the Teamster general executive board at its latest quarterly meeting, General Vice President Fitzsimmons commented upon the year-end report by Dr. Dawson whose findings "reveal that the cab of a tractor is not the most healthy place to be."

He pointed out that studies were conducted in four specific areas of driver hazard:

1. Engine noise in the cab.
2. Eye fatigue.
3. Fume exposure and cab pollution.
4. Truck vibrations.

Fitzsimmons urged the board members to study the Dawson report with the idea in mind that "this board might want to take appropriate action to see that our driver members receive some protection from these hazards in the future."

An initial screening of the 100 drivers by Dr. Dawson demonstrated that "emotional stress and psychological reaction to noise and the constant danger on the road are some of the most important single factors in the overall health of the union members."

Perhaps the most dramatic discovery was that in which truck noise during actual operation was analyzed. Four actual round-trip test runs between Detroit and various terminals in Michigan were observed by researchers.

Decibel Count

The analysis technique used was to estimate the amount of time, stated in minutes, that the sound exceeded a stated noise level. For example, if 70 minutes of running time was recorded and the noise level exceeded 95 decibels for 65 minutes, the results were stated as—"exceeded 95 dbA for 65 of 70 minutes."

No attempt was made to tailor the cab environment such as closing windows, turning off the heater or sealing holes in the cab. The noise level was measured in decibels, a unit of intensity, with the threshold of pain determined to be 142 decibels and the threshold of rupture at 160 decibels.

Different types of equipment were used and drivers were asked to operate the equipment in their regular pattern of work.

At this point it should be noted that in May of 1969, the Department of Labor set Walsh-Healey standards restricting the noise level at firms having government procurement contracts of over $10,000. The government established the following permissible noise exposures for people working on a given job:

Hours Per Day	*Decibel Sound Level*
8	90
6	92
4	95
3	97
2	100
1½	102
1	105
½	110
¼ or less	115

Using the Labor Department formula, the noise level experienced by the drivers varied greatly.

In one instance, the test run exceeded the government 8-hour limit by 50 per cent while driving for 2 hours and 53 minutes. When translated into an 8-hour day, it meant that the government-specified levels were exceeded by a fantastic 600 per cent.

Clearly such high noise levels would have a bad effect upon the driver's well being generally and his hearing in particular.

Doctors from the Michigan Department of Health also studied the incidence of eye disease and refractive error which they found was quite high.

Nine of the 100 drivers examined had early posterior subcapsular cataract changes. Five had borderline glaucoma. An unusually high incidence of exophoria—poor focus alignment—was discovered. Refractive error such as near and far sightedness also was common.

Curiously, 90 per cent of the drivers tested had never consulted a medical eye specialist, most of them relying upon chain store and cooperative programs for their eye care needs. Because of this, Dr. Dawson concluded, "a complete reorientation as to what services can be offered in eye care and proper ophthalmological examinations must be stressed for truck drivers." Also, there should be a program organized to tone down some of the conditions resulting from persistent eye strain.

Within the Cab

In the area of air pollution and fume exposure within the cab, the research report stated:

"Most of the studies done are on the general effects of air pollution by internal combustion engines, but the one in most danger from this pollution is the driver who is confined within an area which quite often is the most heavily polluted; and if he does this for a living he can look forward to a life time of 40 to 50 hours a week of pollution to a degree which will cause him to be more liable to develop cancer of the lung, emphy-

Loading Up With Toys

Student power was mobilized at Our Lady of Good Counsel High School in Wheaton, Md. on behalf of poor children in Greenwood, Mississippi. Students loaded a truck supplied by Associated Transport Company with 400 cartons of toys for distribution by a church in Greenwood. Robert Moore, a business agent for Teamsters Local 639, Washington, D.C. arranged for the Associated truck to haul the toys which were solicited in the community by some 800 Good Counsel students.

sema, chronic bronchitis, and cor pulmonale, all of which are permanent disabilities.

"Some temporary conditions which may result from being compelled to breathe polluted air are high levels of carbon monoxide such as intoxication to some degree and more liability to accidents and to changes in cilia action and acute bronchitis."

It was recommended that an intensive study be made to bring to light more of the factors affecting the life span and diseases suffered within it by the truck driver. Also, a complete study should be made by which the level of each pollutant would be measured within the cabs of trucks—followed by experiments of different methods of control to determine the projected effect of the elimination or control of the diseases now prevalent in truck drivers.

In looking into the human response to truck vibrations, researchers found that improved equipment over the past five years has lessened the vibratory and jarring motions in truck driving. Nevertheless, the motions still present a very serious health hazard, especially in heavy duty truck and construction equipment driving.

Engine noise, eye fatigue, fume exposure and vibration—all of these hazards point up a need for more and better data about their effect upon the driver.

Program Recommended

Dr. Dawson has strongly recommended that a program of screening be adopted to determine the mental and physical health of drivers while acquiring such data. The screening would be undertaken for all drivers when they first enter the work and for all other drivers over the age of 35, and would consist of a rather complete 10-part physical.

Several large Teamster local unions in Michigan are considering installing such a program as a pilot project for a 2-year period. The results of the pilot could well lead to possibly adopting the program nationally.

"The preliminary findings about noise level exposure and incidence of eye disease certainly point up the need for more work in these areas," said General Vice President Fitzsimmons. "It seems reasonable to assume that a concerted push by the Teamsters in these areas would produce significant results."

Fitzsimmons added that it would "appear practical" to insist that cabs be constructed by the manufacturers in a fashion that excludes exhaust gases and fuel fumes rather than insist that the operator install elaborate control mechanisms—as has been suggested—that will bathe the driver in "pure air."

This moves the problem into the area of collective bargaining which brings to mind the reaction of daily newspapers several years ago when the Teamsters Union proposed that air conditioning be installed in all truck cabs. Many dailies found the idea laughable and considered it a matter of "coddling" truck drivers.

But the fact remains that trucks roll up millions of miles every year and in terms of highway safety alone it is important that both the equipment and the men who drive the rigs be in the best of health.

Highest in Years

Unemployment Rate Climbs To 6 Per Cent in December

Unemployment climbed to 6 per cent in December, the highest rate in nine years, despite the return to work of men displaced by the General Motors strike, the Labor Department reported.

The development contradicted the forecasts of administration officials who contended that joblessness, which hit 5.8 per cent of the labor force in November, would diminish when the auto strikers returned to their plants.

The report showed there were 4.6 million idle men and women in December. This was the same as in November, but the seasonal contraction of the labor force caused the adjusted rate of joblessness to rise by about 120,000 persons in the seasonally adjusted annual rate.

Average weekly earnings of factory workers increased by $1.03 in December as a result of a slight increase in average hourly rates and a gain of one-tenth of an hour in the factory work week, to 39.7 hours.

The unemployment rate for white workers remained at 5.5 per cent in the month, but the rate for Negroes, which declined slightly in November, returned to its October level of 9.3 per cent.

Highest Level

Long-term unemployment continued to climb. The number of persons out of work for at least 15 weeks passed the one million mark, reaching the highest level since mid-1964.

This brought the average spell of unemployment to 9.8 weeks, up from 9.4 weeks in November.

Joblessness was greatest among construction workers, at 11 per cent. In manufacturing, the unemployment rate in durable goods plants was unchanged from November but rose in soft goods production from 6 per cent in November to 6.9 per cent in December.

Employment declined slightly to 78,516,000 in December, a dip of 225,000 from November; the latter figure was slightly larger than the decline in the entire civilian labor force.

In seasonally adjusted terms, the decline in employment and rise in the labor force were somewhat smaller.

Business Opinion On Inflation

Eight out of 10 business leaders expect inflation to continue unchecked during 1971 and nearly 2 of 3 now favor a national "incomes policy" to moderate wage and price increases, according to a survey conducted by the First National Bank of Chicago.

The survey was taken nearly three weeks before Christmas among businessmen attending a year-end seminar sponsored by the bank. More than 680 of those in attendance filled out the survey form.

The bank announced later that the survey "uncovered a startling lack of confidence among businessmen in the efficacy of anti-inflationary measures to date, and a surprising preponderance of opinion that firmer measures should be forthcoming."

More than half the businessmen responding indicated the government's efforts to curb inflation had been "too relaxed" during 1970 and called for "more restrictive" measures during 1971.

Major Contracts

Collective Bargaining Load To Remain Heavy in 1971

At least 4.8 million workers are covered by major collective bargaining agreements that expire or contain wage re-opening provisions during 1971.

The Department of Labor said that in addition at least 5.3 million workers under major agreements will receive the highest deferred wage increases on record. Major agreements are defined as those covering 1,000 or more workers.

Among the major contracts expiring in 1971 are: Steel, 400,000 workers; aerospace, 212,000; telephone, 538,000; construction, 532,000; men's clothing, 125,000; bituminous coal, 80,000; aluminum manufacturing, 44,500; cans, 38,000; glass containers, 92,000; gas and electric utility, 137,000; and stevedoring, 73,000.

Rails Unresolved

In addition, close to 400,000 workers in the railroad industry were expected to continue bargaining as a government-imposed no-strike period was set for the end of February.

The Labor Department said deferred wage increases effective in 1971 will average about 7.8 per cent.

New cost-of-living escalator clauses were adopted in 23 major bargaining situations during 1970. At the beginning of this year, some 3 million workers were covered by provisions for automatic adjustment of wage rates because of changes in the price level.

Chamber Favors Guidelines

The U.S. Chamber of Commerce recently declared its support of most of an anti-inflation program proposed by Dr. Arthur F. Burns, chairman of the Federal Reserve Board, who favors a strong wage-price guideline policy.

The Chamber's chief economist, Dr. Carl H. Madden, said that in the struggle to halt inflation, "the biggest job by far is to curb excessive wage rises."

However, in a remarkable example of double-talk, the Chamber's economist back-pedaled from any idea about price controls and said the Chamber opposed any measures that would substitute authority "for market-determined decisions."

Backpay Owed to Low Earners

A total of $41.3 million was due in back wages to 196,964 workers in the lowest paid categories of the American work force for the first five months of this fiscal year, according to the Labor Department's Wage and Hour Division.

It was reported that 85 per cent of all those entitled to back wages were earning less than the annual low-income budget established by the Labor Department's Bureau of Labor Statistics.

More than 42 per cent were receiving less than the minimum wage of $1.60 an hour.

The underpayment total was an increase of about six per cent over the figure for the same period a year ago, and was determined after field investigators made more than 26,000 investigations.

Pressure Adds for Controls

Yet another voice from big business has been added to the din of pressure aimed at getting the White House to install wage and price controls.

Dun's, a business monthly publication, polled a panel of corporate presidents and stated in a January article that the big businessmen favored a stiff fight by the White House against inflation. The majority favored wage and price controls.

All agreed that "inflationary wage demands" would be the paramount economic problem during 1971.

● Unanimously

Forklift operators and truck drivers employed by Driver Service in Merrimack, N.H., voted unanimously for representation by Teamster Local 633 of Manchester, N.H., in a recent National Labor Relations Board election, according to David R. Johnson, secretary-treasurer of the local union.

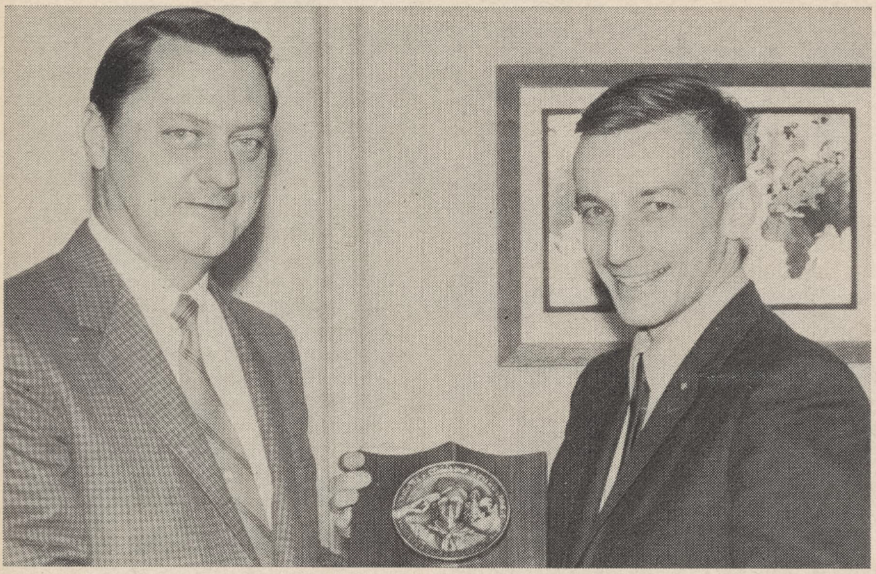
● Warehousemen

Warehousemen employed by D. H. Overmyer Co., Inc., of Pennsauken, N.J., voted unanimously for representation by Teamster Local 676 of Collingswood, N.J., in a recent National Labor Relations Board election, according to John P. Greeley, president of the local.

Young And Old Celebrate

Although the grand ballroom of the Americana Hotel is the largest in New York City, it was too small to accommodate all the kids, parents and grandparents who attended Teamster Local 816's Christmas and Chanukah party. There were gifts, entertainment, refreshments, food and music by a 6-piece band at the annual affair attended by 2,200 children.

Scout Honor



Don Sawochka (left), secretary-treasurer of Teamster Local 142 in Gary, Ind., is shown receiving a "Guardian" recognition award from Don Ormby, Scout official. Sawochka, active in Scouting for years, recently was installed on the Calument Council Boy Scouts of America executive board.

Teamster Daughter Honored For Outstanding Service

William Hess, a member of Teamster Local 662, Eau Claire, Wisconsin, can truly be a proud father. His daughter, Army WAC Capt. Vicki Hess, has been selected to appear in the 1970 edition of Outstanding Young Women of America "in recognition of her outstanding ability, accomplishment and service to her community, country and profession."

Capt. Hess, who has been in the Army WAC's only one year and was named a captain on her first anniversary, attended Wisconsin State University-Eau Claire for three years and then transferred to the College of Great Falls in Montana.

After graduation there, she worked in Great Falls as a medical technologist for eight years, eventually as section head and chief technologist.

What followed was "that unexplainable something deep inside," a decision long in making, that put the young lady on the start of a possible career in the Army.

She was sworn in August 3, 1969, graduated from WAC officer basic training on December 4, 1969, and the rest is history. On August 3, 1970 came her appointment to captain and then recognition nationally as an outstanding young woman.

She is now the commanding officer of the WAC Medical Company at Letterman General Hospital.

Texas Local Wins NLRB Decision

The National Labor Relations Board, on a motion for summary judgment, recently held unlawful the refusal of Alamo Lumber Co., of Laredo, Tex., to bargain with Teamster Local 657 of San Antonio, Tex., certified representative of production and maintenance workers and truck drivers employed by the firm.

The Board declared that all issues raised by the employer were, or could have been, raised in a prior representation proceeding. A review of the record determined that the regional director's findings and conclusions were correct. The regional director had ruled that failure to use bilingual ballots in a representation election did not provide sufficient grounds for setting aside the election.

Alamo was ordered by the Board to cease the unlawful conduct and bargain with Local 657 upon request.

● In Florida

Truck drivers, warehousemen and saw operators employed by Reynolds Aluminum Supply Co., in Jacksonville, Fla., voted unanimously for representation by Teamster Local 512 in a recent NLRB election.

On Scout Board

BUTTE
TEAMSTERS' UNION

Ed Kangas (right), president of Teamster Local 2 in Butte, Mont., recently was asked to serve on the local Boy Scouts of America executive board and is shown being welcomed by William Sallee, Scout executive in the Vigilante Council. In the background is Local 2's historic charter flag.

Bread Driver Commended For Action

Tip Top Bread Co., of Providence, R.I., recently received the following letter regarding one of its drivers, Silvio Gallo, a member of Teamster Local 64 in Providence:

Dear Sirs:

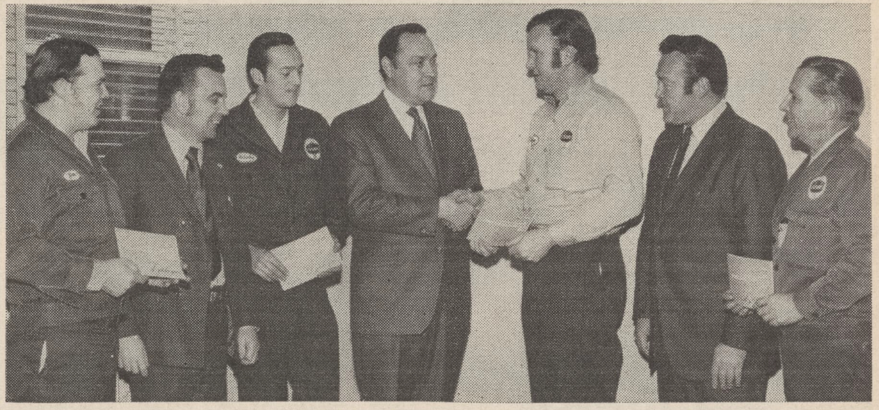
On Thursday night, Dec. 3, 1970, our son was involved in an automobile accident on Route 95. Mr. Silvio Gallo, one of your drivers, with risk to his own life, stopped his truck and pulled our son from his burning car. If Mr. Gallo had not acted as he did, our son would have lost his life. Words cannot express our gratitude to Mr. Gallo, but we thought you would like to hear that one of your employees was such a courageous and fine gentleman. He is certainly an asset to any employer.

Yours Truly,
Arthur D. Melanson,
Westerly, R.I.

● Georgia Win

Truck drivers and warehousemen employed by Swift Agricultural Chemicals Corp., in Albany, Ga., voted for representation by Teamster Local 528 of Atlanta, Ga., in a recent National Labor Relations Board election, according to Joseph C. Burley, organizer for the Alliance for Labor Action.

Safe Drivers



Members of Teamster Local 46 in Queens, N.Y., recently were honored as members of the Schaefer Brewing Co., "Drive for Your Life" club in recognition of their safe driving records. Shown are (left to right): Jim Herzog; Ken Carroll, Local 46 delegate; Charlie Joscher; J. J. McElligott, Schaefer distribution manager; Ken Hegler; Neil Borra, president of Local 46, and Augie Kessler.

In Florida

Election Re-Run Ordered At Allstate Insurance Co.

A re-run of an election involving Allstate Insurance Company and Teamster Local 198, Miami, Florida, has been ordered by the National Labor Relations Board after agreeing with a trial examiner that the employer's conduct tended to affect the results of the employees' election.

The board agreed with the examiner that the employer coercively interrogated employees concerning their own and other employees' union activities and sympathies. The company also suggested to employees how to induce other employees to get the union to withdraw its election petition, it dissuaded employees from support of Local 198 by telling them the union leaders would sell them down the river, told employees not to engage in union activities, not to attend union meetings, asked employees how other employees would vote in the election, engaged in illegal surveillance, and created the impression that it was keeping union activities of employees under surveillance.

Cease Conduct

Allstate was ordered to cease the illegal conduct, and an election, which will be the third, was ordered to be conducted among insurance agents in districts 1-4 of division 1 of the company's operations in Florida.

NLRB Orders Borden To Bargain with Atlanta Local

The National Labor Relations Board decided that Borden, Inc. has illegally refused to bargain with Teamsters Local 728, Atlanta, Ga.

The board found that the company raised no issue properly triable in the proceeding and that it had opportunity in the case to litigate the issues it raised. Also, it was found, the company did not offer to bring forward at a hearing any newly discovered evidence or previously unavailable evidence, or allege that any special circumstances exist which would require the board to re-examine the decision made in the representation case.

Borden had illegally refused to bargain since July 22, 1970, although Local 728 was the certified representative of all employees working in the truck, plant, shipping department, and cabinet maintenance at the company's Savannah plant, and all ice cream salesmen, milk-retail salesmen, milk wholesale route salesmen, and utility relief employees at various locations in Georgia.

The company was ordered to cease the illegal conduct and to bargain with Local 728 upon request.

● Tank Truck

A heavy majority of 40 maintenance men employed by Chemical Leaman Tank Lines, Inc., of Croydon, Pa., voted for representation by Teamster Local 312 of Chester, Pa., in a recent National Labor Relations Board election.

Edward Burke, president of Local 312, said the vote tally was 29 to 4 in favor of the union.

Provisions Listed

Occupational Act of 1970 Makes Job Sites Safer Places to Be

When President Nixon signed into law the Occupational Health and Safety Act of 1970, workers of America moved a step closer to making the job site a healthy and safe place to work. Major provisions of the Act are outlined below:

Purpose—The Act provides for the setting and enforcement of nationwide occupational safety and health standards.

Coverage—The Act applies to any business effecting interstate commerce. It is estimated that the Act will cover approximately 57 million wage earners in 4.1 million establishments.

Effective Date—This Act is effective 120 days after signing by the President.

Standard-Setting—The Act establishes a procedure whereby the Secretary of Labor sets safety and health standards with the assistance of advisory committees where appropriate. Any interested person is afforded an opportunity to present his views in this proceeding.

Employer Duty—Employers must comply with specific standards set by the Secretary of Labor. In addition, the Act contains a "general duty" provision requiring employers to furnish a place of employment free from recognized hazards causing or likely to cause death or serious physical harm to employees.

Inspections—A labor or a management representative or both may accompany a federal official on an inspection of a factory. When an employee representative reports a violation of a standard and the Labor Secretary finds such violation likely, a special investigation can be ordered.

Enforcement—The Secretary of Labor will conduct investigations to determine employer compliance with safety and health standards. Where a violation of the standards is found, the Secretary will issue a citation to the employer specifying the violation and giving a reasonable period to correct the violation. If the employer desires to contest the Secretary's findings, he may do so by means of an appeal to the Occupational Safety and Health Review Commission which will cause an administrative proceeding to be held to determine whether the employer has violated the standards; the final judgment of the Commission being appealable to a Federal Court of Appeals.

Penalties—The bill provides for civil penalties for violation of a standard and a criminal penalty—a fine up to $10,000 and up to six months imprisonment or both—is provided where there is a willful violation which results in death.

Other Provisions—The Act provides for rapid court procedures to remedy conditions or practices which constitute an imminent danger to the safety and health of employees.

In addition, the bill authorizes the states, after submission and approval of a state plan, to assume responsibility for the development and enforcement of standards. It requires the heads of all federal agencies to establish and maintain safety and health programs consistent with standards issued under the Act.

It provides for the conduct of research; the establishment of a National Institute on Occupational Safety and Health; the establishment of a National Commission on State Workmen's Compensation Laws; and the provision of economic assistance to small businesses to better enable them to comply with the Act.

Culinary Workers Go Teamster

Culinary workers employed by the student union building at Vincennes University in Vincennes, Ind., recently voted for representation by Teamster Local 144 in an election conducted by the National Labor Relations Board.

Edmund Thais, Local 144 business agent, said approximately 70 workers were eligible to ballot and favored the Teamsters 47 to 4 in a lopsided count.

The bargaining unit includes cooks, salad and pastry makers, dishwashers, line girls, bus girls, checkers and cashiers.

Peters Honored

Donald Peters, president of Teamster Local 743 in Chicago, Ill., receives congratulations from Mrs. Carey Preston, president of the Chicago Urban League, for his work as chairman of the league's golden fellowship dinner. Peters is a member of the league's board of directors. Mrs. Preston is a member of the Chicago board of education.

Looking Forward to the 92nd Congress

Looking Back at the 91st

Legislation Snagged By Squabbles

The 91st Congress which ambled through the years of 1969 and 1970 left a legislative landscape pockmarked by often bitter partisan political struggles between a Democratic Congress and Republican President.

The 91st Congress adjourned on January 2, less than twenty-four hours before the Constitutional deadline of noon, January 3.

Confrontation between the Nixon Administration and the Congress reoccured on numerous occasions. The President and the Democratic leadership in Congress stood toe-to-toe in showdowns on a wide range of issues.

Congress disputed with the President over spending priorities. It sliced funds from his military, foreign aid and space requests and added money to numerous domestic programs, notably education, health, manpower training and pollution control.

In addition to disputes over spending, the Administration and the Congress often clashed over the form of domestic programs.

The Administration asked for and did not receive legislation to consolidate elementary and secondary educational programs, to consolidate housing programs, to provide revenue-sharing for the states and to reform welfare laws.

The Congress sent to the President nine bills which he vetoed. In January of 1970 the President vetoed labor and HEW appropriations, and that veto was sustained in the House. On June 22, the President vetoed a Hospital Construction Bill and that veto was overridden. On August 11,

(Continued on page 26)

Communications

Josephine Hoffa, wife of General President James R. Hoffa and president of National Ladies DRIVE Auxiliaries, is urging Teamster members everywhere to keep letters going to their congressional delegations on the important issues which will be decided in the recently convened 92nd Congress.

Kennedy Defeated

Senate Democrats have unseated Senator Edward Kennedy as Senate Whip, in an upset victory by Senator Robert Byrd, of West Virginia.

Byrd, who had not announced for the position but went to the caucus with the votes in his pocket, defeated Kennedy for the post the Massachusetts Senator had held for two years. The vote was 31 to 24.

Senate Republicans reelected Senator Hugh Scott, of Pennsylvania, as minority leader, despite a strong challenge by Senator Howard Baker, of Tennessee. The GOP vote was 24 to 20.

Nixon to Push Again For Admin. Laws

When the 92nd Congress convenes the Nixon Administration's Family Assistance Proposal and other major bills that died in the post-Christmas session of the 91st Congress are expected to be revived.

Senate Majority Leader Mike Mansfield, Senate Minority Leader Hugh Scott; Senate Finance Committee Chairman Russell Long, and Senator Wallace F. Bennett, the ranking minority member of the Finance Committee assured President Nixon that the Senate would act as early as possible on the Family Assistance Plan (welfare reform).

The new Congress will have many left-over issues which they will be asked to handle. Some of the issues left over from the 91st Congress are: foreign trade legislation, social security increases, revenue-sharing, and the regulation of political campaign expenditures.

The new Congress can also be expected to become involved in the revision of some of our tax laws. Within the Treasury Department there are investigations and studies taking place that are designed to generate legislation.

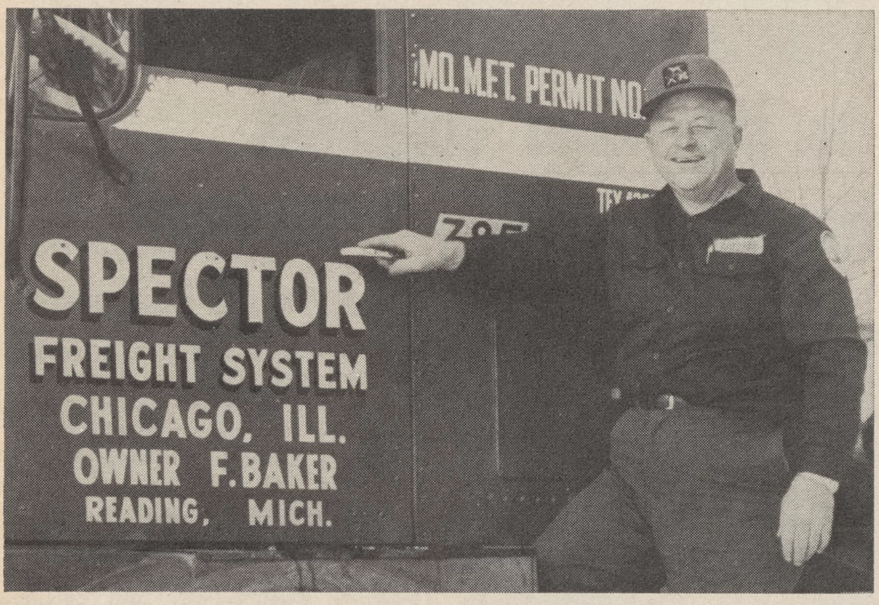
Because of the continuing unresolved controversy within the railroad industry which repeatedly raises the cloud of national strikes, it is quite probable that the Administration and many members of Congress will be particularly interested in pressing for legislation which will greatly limit the right of workers in the industry to strike.

One example of such legislation would amend the Taft-Hartley Act, lumping together the airline,

(Continued on page 27)

His Honor

Local 299 Member Elected Mayor of Michigan Town


MO. M.F.T. PERMIT NO.
SPECTOR
FREIGHT SYSTEM
CHICAGO, ILL.
OWNER F. BAKER
READING, MICH.

Besides driving over-the-road, Francis Baker, a member of Teamster Local 299 in Detroit, finds time to serve as the mayor of Reading, Mich.

A 51-year-old member of Teamster Local 299 in Detroit, Mich., recently was elected mayor of Reading, a town in the southern part of the state.

He is Francis Baker, a special commodities driver employed by Spector Freight System, Inc.

Baker has been an over-the-road driver since 1936, except for a stint in the armed services during World War II, and has worked for Spector nearly eight years.

His involvement in civic activities first began as captain of the volunteer fire department in his old home town of Troy, Mich. Later he chaired the annual Labor Day program in Troy, holding that job for five years.

When Baker moved to Reading about four years ago, he again became involved in local activities, this time taking charge of the Reading Summer Festival Day, a fund-raising program for city projects.

A year ago, Baker was asked to host the visiting mayor of Auburn, Mich., on Michigan Mayors Exchange Day and handled the task so well that the citizens of Reading made him their mayor for a 2-year term.

Baker, with four children and seven grandchildren, still has time from his driving and civic work to raise white-faced Hereford cattle on the side.

Looking Back . . .

(Continued from page 25)

the President vetoed appropriations for the Office of Education and that veto was overridden. Also on August 11 the President vetoed appropriations for the Department of Housing and Urban Development, and that veto was sustained. On October 12 the President vetoed legislation which would have limited campaign spending for political broadcasting and that veto was sustained. On December 16 the President vetoed the Federal Manpower Training and Public Service Employment Bill, and that veto was sustained. On December 26 the President vetoed a bill which was to assist hospitals and medical schools in relieving a shortage of doctors in general practice. The medical school bill veto was of a special kind called a "pocket-veto," which the Congress has no opportunity to sustain or override. On Jan. 1, 1971, Nixon vetoed a bill which would have provided for pay rates for federal blue collar employees at prevailing rates for comparable work in private industry; Congress adjourned before any action had been taken concerning that veto. On January 4 the President, by "pocket-veto," turned down legislation which would have provided special retirement benefits to federal fire fighters.

A quick historical view of the 91st Congress will reveal a list of terms which in and of themselves describe the highpoints of the session. The glossary of terms includes such things as "consumerism," "national priorities," "southern strategy," "environmental pollution," "Vietnamisation," "economic game plan," and a variety of "Agnewisms."

The 91st Congress produced for the Teamsters legislation which will prohibit the holding, for the purposes of state income tax, any part of the wages and salaries of truck drivers who operate in states other than their state of residence.

Other major legislative achievements of the 91st Congress were Federal Tax Reform, Occupational Health and Safety, Anti-Organized Crime Legislation, an Air Quality Control Act, Congressional Reform, Postal Reform, Coal Mine Safety and a Voting Rights Act, lowering the voting age to eighteen for Presidential and congressional elections, suspending literacy tests and limiting residents requirements for Presidential elections to 30 days.

1970 GNP Takes 1st Drop In 12 Years

The extent to which the American economy has deteriorated under the "slow down" policies of the Nixon Administration has been dramatically highlighted by government statistics showing the first drop in the Nation's Gross National Product in 12 years.

There is a strong reason to believe that advance knowledge of what the 1970 figures would show plus mounting unemployment has caused the President to talk about expanding the economy even if it means a budget deficit. In addition, Nixon has been pressing for a reduction in interest rates as a way to get the economy moving again after its catastrophic plunge of the past fifteen months.

Mid-January economic news has shown a wide variety of developments, many of them contradictory.

30—Day Deadline

Nixon Tells Construction To Devise Anti-Inflation Plan

President Richard Nixon has played his opening card in a plan to hold down wages in the construction industry.

The President met at the White House with leading labor and contractor representatives and asked them to come up with a formula within 30 days "to stabilize wage-price trends."

Four labor members of the President's Construction Industry Collective Bargaining Commission were in attendance. Teamster Construction Division Director Thomas Owens represented the IBT at the meeting.

A summary of the meeting issued to the press by the White House said, in part:

"The President said he did not expect corporations and unions to do that which is not in their long-term interest.

"However, the President said that many wage increases have caused public concern and some people feel that this is one industry that seems to be pushing costs along, not only not in the public interest, but not in its own interest. The unemployment rate in this industry is one of the highest in the nation."

The President went on to say that while he was not making any threats, some "very unpleasant" recommendations have been made. According to the summary he "cited proposals to suspend the Davis-Bacon Act, to call labor and industry leaders on the carpet or to impose wage and price controls."

Nixon said that while he was not going to tell labor and management what to do, he gave them 30 days to agree on a course of action "suitable to deal effectively with the problem."

Later Secretary of Labor James D. Hodgson met with newsmen. He said that a six-member working committee was being set up with Harvard economist John Dunlop, secretary to the CICBC, and Undersecretary of Labor Lawrence H. Silberman as public members. Hodgson said that they would select the two labor and two management members.

Both Dunlop and Silberman have come up with proposals in the past to restrict wage increases.

Dunlop is known to have advocated regional bargaining with some definite limits placed on wage increases. Silberman has urged that Davis-Bacon be suspended. This is the public law which requires contractors on public contracts to pay the prevailing wages in the area.

Hodgson warned that this is a "crisis situation" and that the "time is short" since a new round of negotiations start in April.

Part of the Administration's determination to move in the construction area may be seen in a speech made by Housing Secretary George Romney in Houston.

He said that "housing production this year could reach two million units" but that this could be achieved only with "leadership in keeping costs down."

With the economy scraping the bottom, the Administration seems to be looking to construction as its best hope for an upswing and this depends on severe limits in construction wages.

Union officials who attended the White House meeting declined to discuss the President's actions.

Management sources, on the other hand, seemed to be quite pleased. The Wall Street Journal quoted one management source as saying: "We've got to be pleased something was done. We're optimistic."

Looking Forward . . .

(Continued from page 25)

and railroad industry and imposing upon these industries the process of compulsory settlement. This bill, which was introduced during the 91st session on behalf of the Administration by Senator Paul Fannin (R-Ariz.), can be expected to rear its ugly head during the next session of Congress.

Another issue which is likely to receive a great deal of attention during the next session of Congress is National Health Insurance. Because of the rapidly rising cost of health care in this country, it is expected that legislation very similar to the health insurance measure introduced by Senator Edward Kennedy (D-Mass.) will be reintroduced during the 92nd Congress.

Also, the Administration has plans for introducing legislation which will provide a system of insurance by which one can protect himself from medical catastrophes. The Administration's measure would be very similar to the insurance pools which have been established to provide flood and hurricane insurance.

Wash. Labor Fights Attack On Comp. Funds

The Washington State Labor Council is fighting to protect the state's exclusive workmen's compensation fund against efforts to turn the system over to private insurance companies.

The Council reports that the Association of Washington Business—an employer association formed to fight unions—has been soliciting many small businessmen to join in the effort to end state direction of the system during the current session of the State Legislature.

The Council reported optimistic statements as to the success of the campaign by the AWB and its lobbyists who have just completed a "month-long series of legislative seminars with individual members of the Washington State Legislature."

Nixon Would Bar Farm Laborers Strike Right

The Nixon Administration has announced that "collective bargaining rights for farm workers is a major Administration goal for 1971."

Undersecretary of Labor Lawrence H. Silberman announced that the Administration's goal "is to bring order to the chaotic farm labor scene that now exists by giving agricultural workers organizational rights similar to those long enjoyed by workers in other industries." To do this it would include farm workers under a scheme similar to the National Labor Relations Board, but "with special provisions that recognize the unique nature of agricultural employment."

These provisions turn out to be denial of the right to strike during harvests because of the perishability of farm products.

SPOTLIGHT ON
Legislation and Politics

- **Senate Irked at "Pocket Veto"**

President Nixon's "pocket veto" of a bill that was designed to meet the shortage of family doctors has drawn sharp fire in the Senate including the charge that the "veto" was unconstitutional. The bill, passed overwhelmingly in the Senate and House, authorized an appropriation of $225,000,000 over the next three years to ease a shortage of some 50,000 family doctors through grants to medical colleges. The President neither signed nor vetoed the measure, letting it die by taking no action over the ten-day "pocket veto" period.

- **Guns-Crime**

The federal government has put a double barreled penalty into effect for gun-toting bank robbers. Now they can get one prison term for robbing the bank and another for carrying a gun. In fact, any federal crime committed with a firearm now will be considered two crimes. The new penalties are included in a $3.5 billion anti-crime bill signed by President Nixon the last week of 1970. The measure continues for three years and greatly expands the 1968 Safe Streets Act, providing law enforcement grants to state and local governments.

- **Medicare**

The aged must pay 6 per cent for supplemental Medicare benefits next July 1 largely because of rising doctor charges, the Department of Health, Education and Welfare announced. The current $5.30 a month premium will increase to $5.60 a month for the 19.5 million Medicare subscribers. This is far less than the $1.30, or 32 per cent, increase announced last December for the current fiscal year. Most of the latest increase was attributed to the expected 6.7 per cent jump in the amount of doctors' fees covered by Medicare and to an estimated 2 per cent rise in the use of physicians' services.

- **Octane Ratings**

Motorists soon will be able to check the octane rating of the gasoline they buy for their cars when they pull up to the gas pump. The Federal Trade Commission, as expected, adopted a rule requiring oil companies to post the minimum octane ratings of gasoline on pumps at service stations they own or lease, effective next June 28. Octane ratings measure a gasoline's "anti-knock" properties. The rule is designed to help a motorist decide what grade gasoline his car's engine needs to operate properly.

- **Swordfish Contaminated**

About 89 per cent of the swordfish now on sale may be contaminated with excess mercury, forcing government action to remove it from the market. Food and Drug Administration officials disclosed that they are examining the country's entire stock after tests that found levels well above .5 parts per million—the federal safety guideline—in almost all of their samples representing 10 per cent of the supply.

- **Revenue-Sharing**

President Nixon is considering financing a major program of revenue-sharing with the states and cities from the proceeds of a new "value-added" tax, administration officials said. The President was being encouraged in this direction by indications of support from Chairman Wilbur Mills (D.-Ark.) of the House Ways and Means Committee, hitherto a strong opponent of revenue-sharing. The "value-added" tax is a flat amount added to the cost of a product at each stage of its manufacture or distribution.

- **Order on Polluters**

President Nixon issued an executive order requiring industries to obtain permits before they can discharge waste into the nation's waterways. The industries must disclose the amount and the nature of the effluent dumped into all inland streams, rivers and lakes and into coastal waters within three miles of the shore.

- **Drunk Drivers**

The government opened a campaign against the drunk driver—a killer blamed for as many as one half of the nation's 55,000 annual traffic deaths. Transportation Secretary John A. Volpe and HEW Secretary Elliot L. Richardson announced their departments will develop joint educational campaigns on drunk driving and the treatment of alcoholism. The two agencies also will provide aid to community-level programs on alcoholism.

For Your Information

● Personal Income

Personal income of Americans totaled $801 billion last year and was the smallest year-to-year gain since 1964, according to the Commerce Department.

The 1970 total was seven per cent higher than 1969 when personal income amounted to $749 billion.

The Commerce Department said wages and salaries last year were six per cent above those in 1969 and accounted for about 60 per cent of the 1970 increase.

Personal income increases in 1970 ranged from 2 per cent in commodity producing industries to 10 per cent in services.

Manufacturing payrolls showed only a 1 per cent gain over 1969.

● Car Changes

Innovations in automobiles have been slow through the years and some ideas that were devised early and abandoned were revived in later years.

Front bumpers first appeared in 1906 and it wasn't until 1912 that a manufacturer offered an electric starter. The first convertibles, with fold down tops, came out in 1915. It wasn't until 1922 that a gas gauge appeared on the dashboard.

Power-operated windshield wipers came in about 1923 followed by shock-proof glass three years later. Front-wheel drive was introduced in 1929 and car radios made it in 1930. Tubeless tires arrived in 1948.

The latest great innovation was torsion air suspension in 1955.

● Marriage Increase

There were more than 2.1 million marriages in the United States during 1969—more than 50 per cent above the figure for a decade earlier.

Total population increased only 15 per cent during the same period. Young home-makers in the 25-to-34 age group are expected to increase some 46 per cent in the current decade.

The number of people in the 35-to-44 age bracket is expected to increase only 11 per cent during the 1970's while those aged 45-to-54 will actually decline 5 per cent.

● College Deficits

A survey of 75 per cent of the country's more than 750 private 4-year colleges and universities shows that nearly half of them expect operating deficits in the current fiscal year.

The survey was conducted by the Association of American Colleges. The findings supplemented similar findings by the Carnegie Commission on Higher Education which recently concluded that two-thirds of all colleges and universities in the United States are in grave financial difficulty or headed in that direction.

The average institution of higher education had a deficit of $103,000 at the end of June, 1970.

● Malpractice Insurance

The Insurance Information Institute in New York City says that malpractice insurance premiums have increased 47 per cent on a national average from 1968 to 1969.

National statistics also show that one of every six doctors has been or is being sued for malpractice with jury awards topping $1 million in some cases.

Many physicians have been paying as much as $15,000 a year for maximum malpractice coverage.

● Junk Machine

A new million-dollar junk yard machine went into operation recently in Michigan with a capability of ripping a passenger car to shreds in two minutes.

The machine weighs 2.1 million pounds and is equipped with rippers, shredders, singers and magnetic separators that work together to tear, disintegrate, scorch and split the ferrous and non-ferrous materials.

A completely junked car—minus the engine, tires and transmission—is fed into the hopper at one end of the machine and emerges at the other end reduced to cornflake-sized crumbs.

● Stevens Guilty Again

The National Labor Relations Board has found J. P. Stevens & Co., Inc., textile manufacturing barony, guilty again on an unfair labor practice charge involving employees at a Stevens plant in Satesboro, Ga.

The company—with a long record of having been found guilty in similar cases—discriminatorily reduced the overtime work of William English and discriminatorily refused to grant a wage increase and promotion due Tommy Lewis and Floyd Miller, mechanics.

A hearing revealed that the employees had testified against the company in an earlier unfair labor practice case and that the workers were members of the Textile Workers Union.

The Lock-In

The lock-out, in which the boss chains the door to keep employees from their jobs, is an old management lever—but now from France comes the "lock-in."

Workers at a French construction firm, angered by the announcement that two-thirds of the company's 300 employees would be laid off, nailed heavy wooden planks across the plant door and imprisoned the manager, one of his assistants and a couple of government officials.

The prisoners were released later, unharmed. But the lock-in was in vain because the firings were made as scheduled by the company.

Property Taxes

Property taxes have risen sharply in the past few years.

State and local governments collected $22.6 billion in property taxes in the year ended June 30, 1965. By fiscal 1969, the figure had gone up to $30.7 billion.

Tax experts estimate that current collections are at an annual rate of $37 billion.

Many communities are raising their property taxes almost every other year. In Newark, N.J., the taxes have risen seven times in the past 10 years.

Another Inflation Source

Reinsurance companies—insurance wholesalers that insure all or portions of insurance coverage written by other insurance companies—enjoyed a banner profit year in 1970.

American Re-Insurance, for example, said its 1970 earnings maintained a 32 per cent gain throughout the 12-month period for a net income of $9.5 million.

General Re-Insurance Corp., reported a 61 per cent increase for the first nine months of 1970—for a net of $14.3 million.

The two firms are the largest specializing in reinsurance.

Auto Price Stickers

The automobile industry has vehemently resisted a proposal made to the Federal Trade Commission that car marketers be required to put a retail price sticker on new cars that would list a price within 3 per cent of the level at which most sales are actually made.

In public hearings conducted by the FTC, consumer advocates endorsed the idea. But auto makers and dealer representatives called it an unworkable and unenforceable proposal.

One manufacturer proposed, instead, that auto price stickers include a note advising consumers to bargain for a better price.

Jumbo Billboards

One practical effect of the 1965 Highway Beauty Act—designed to discourage and do away with billboard signs on the nation's highways—has been the growth of what has come to be called "jumbo" billboards.

The law provided that billboards could not be set up closer than 600 feet to interstate highways. The result is that nearly 2,000 jumbo billboards, set back the proper distance, have been erected to catch the eye of passing motorists.

The Department of Transportation recently tried to get the law changed so billboards would not be permitted within sight of roads subject to such controls. The Senate agreed but the House balked and the final bill signed by President Nixon provides for no limits behind the 600-foot mark.

Front Bumpers

Automobile manufacturers are planning to put shock-absorbing front bumpers on the 1973 models produced in the United States.

The plan still does not match the government's proposal that 1973 bumpers, front and rear, be able to absorb a 5-mile-an-hour collision without damage. Today's cars can absorb only about 2-mile-an-hour bumps without damage.

One of the biggest problems is that the various makes of cars do not have matching bumper heights with the result that heavy damage is caused by one bumper over-riding or tunneling under the bumper on the other car.

Models in 1974 are expected to have matching bumper heights.

College Grads and Jobs

The hiring of college graduates is expected to fall sharply this year, according to company recruiters who tour campuses and college placement directors.

Company recruiters are decreasing their visits to college campuses this year by as much as 25 per cent in some instances.

Another factor is that there will be a record number of college graduates vying for jobs and fewer seniors will be entering the armed services upon graduation.

Finally there is the influence of returning Vietnam veterans entering the job market and a growing number of white collar workers that have been laid off and are looking for jobs.

Abandonment Guarantee

The City of New York, which has a continuing problem of cleaning abandoned autos from its streets, has asked the state legislature to require new car buyers to deposit $100 with the State Department of Motor Vehicles.

The fee would serve as a guarantee that purchasers of new cars would not eventually abandon those autos. Current owners of cars would be required to pay a $50 deposit for the same reason. The deposit, of course, would be forfeited if the particular auto was found abandoned on the street.

New York officials say that about 200 derelict auto hulks are removed daily from the city streets under the Department of Sanitation's abandoned car program.

WHAT'S NEW

Tunnel Washer

On its way to the headquarters of the California State Division of Highways, this specially-mounted chassis will be used for the sole purpose of washing down the hundreds of freeway terminals that dot California highways.

The chassis offers four wheel steering and driver controls from either end. The vehicle moves at highway speeds up to 55 miles per hour and while washing will travel 2½ miles per hour. The vehicle uses a hydraulic system to mobilize the operator cabs.

●

Tool Chest/Gas Tank

A handy item for campers, mechanics or travelers, this combination tool chest and gas tank provides a handy reserve of gasoline up to 35 gallons and a handsome storage area for standard pickups.

According to the manufacturer, the tanks meet or exceed Federal Safety regulations and are marketed with a primer finish, ready for painting. They are constructed of 14 gauge auto body steel with 10 gauge mountings.

A hookup kit is furnished with the tanks and includes: a three-way switch, valve, fuel lines and a line filter. The valve mounts on the floor of the cab allowing the driver to switch from tank to tank without leaving the cab.

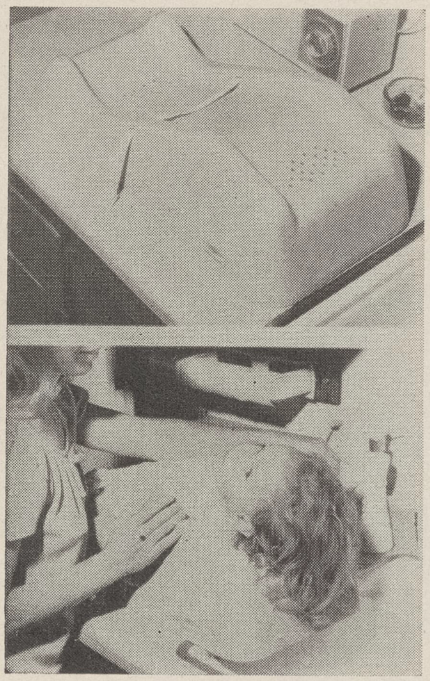
●

Shampoo Aid

This molded one piece plastic recliner could save a lot of aggravation and time when bath time rolls around for baby. It fits conveniently on a kitchen drainboard or bathtub, gently and safely cradling children up to four years of age while shampooing or bathing.

A handy plastic security belt holds the baby securely in the recliner leaving mothers hands completely free.

The cradle measures 24 inches long, by twelve inches wide, by seven inches high, and weighs less than four pounds.



●

Fluid Monitor

Responding to many requests from the automotive industry, a New England-based research and development firm has developed a fluid level monitoring system to check the levels of fluids in the engine crank case and/or the cooling system of any vehicle.

The system was first developed for marine equipment and is based strictly on hydraulic principals eliminating the wear and tear of moving parts.

According to the developer, the system was purposely designed for easy installation on, "all cars, trucks and farm machinery without modification on the part of the manufacturer."

As a preventive maintenance device, the fluid level monitoring device is set up to alert the driver or mechanic whenever a pre-arranged danger level is reached in the crankcase fluid or cooling system fluid. When this danger level is reached, a red warning light mounted on the dashboard will flash.

The three distinct advantages that such a system offers are:

1. reducing guess work in fluid levels
2. adoption of the system will reduce the number of road calls and emergency maintenance for cooling system breakdowns
3. increases engine life by reducing the wear caused by fluid shortages.

●

Gun Shoe

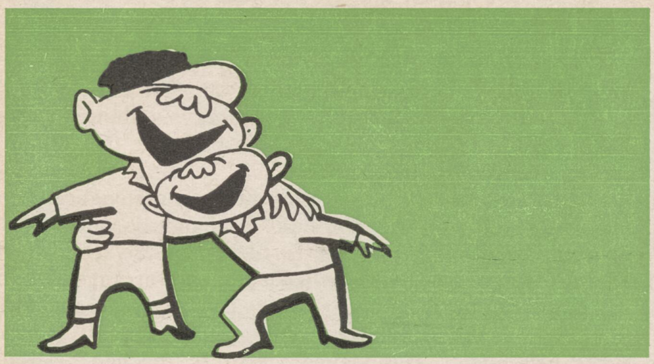
Sportsmen with a bent for target shooting should find this item fascinating. A California Teamster has patented a device for improving accuracy on the target range.

According to the inventor, his accuracy shoe fits on the butt end of any revolver with oversized round butt grips. It is constructed of a tough neoprene plastic and will slip on and off the revolver in seconds.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Silence

Instructor to class: "I've told you hundreds of times, if you don't know what you are talking about, don't say anything."

"But sir," piped up the troublemaker of the class, "If everybody in the whole world followed that rule, no one would ever speak again."

For the Birds

Two veteran newsmen greeted each other in their favorite pub.

"Why so down in the mouth, Ed?" said the first.

"Oh, I don't know," Ed replied. "I've just been thinking about the good old days when people didn't worry about the 'hawks' or the 'doves' and just griped about the starlings."

Caution

Overheard at a recent convention of cigarette manufacturers: "The way cigarette taxes are rising, instead of a health warning they ought to carry a warning 'smoking may be hazardous to your wealth'."

Words of Wisdom

A man should think twice before crossing a street or a woman.

To profit from good advice requires more wisdom than to give it.

Crisis

There seems to be a crisis in the movie industry. No one under eighteen can go to the movies and nobody over forty can eat popcorn.

Definitions

Old—A time in life when you can feel your oats and corns at the same time.

Optimist—A man who hasn't yet got around to reading the morning paper.

Pal—A guy who is about to do you a favor.

Pedestrian—A man whose son is home from college.

Pessimist—A man who feels bad when he feels good for fear that he'll feel worse when he feels better.

Race Track—A place where the windows clean the people.

Realist—One who insists on touching wet paint signs.

Rent—The money you pay to your landlord for the privilege of complaining.

Restaurant—An institution for the distribution of indigestion.

Golf—A game in which you try to control a ball with tools that can't do the job.

Monday Morning—The day when you look back on the good old days, Saturday and Sunday.

Secret

"Wild horses couldn't get me to tell your secret Gladys."

"Oh, I'm sure of that, Wanda, but you aren't having lunch with wild horses this afternoon, you're having lunch with Gwendolyn."

Inflation

Father: "Just remember son, money talks."

Son: "Sure dad, only these days with inflation, it takes a great wad to say anything important."

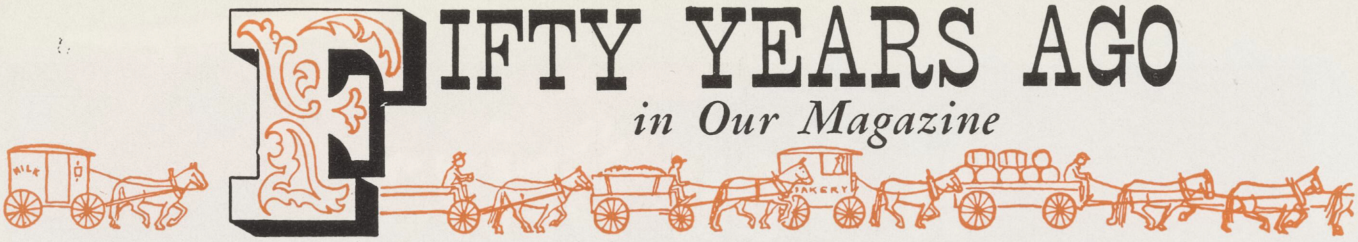
'Is That So?'

A sign in a diner boasted: "$500 to anybody that orders something we can't furnish." In walks a customer and orders an elephant ear sandwich. The distressed waitress runs to the owner and says, "You better get out the 500 bucks: a guy in there wants an elephant ear sandwich."

"You mean to tell me we're out of elephant ears?" the owner screams.

"No," she bellows back, "but we ain't got no more of them big buns!"

FIFTY YEARS AGO
in Our Magazine



Vol. XVIII *(From the February, 1921, issue of the TEAMSTER)* **Number 2**

Unity

This International Union of ours is not the property of one, two or ten men. It is the property of the entire 100,000 members of our general organization. It is foolish for an individual here and there to attack one or two men because of some grievance, which usually amounts to nothing, that he has had with them.

We are all trying to do the best we can in our respective positions to help strengthen the organization of which each one of us is an important part. Petty disagreements and misunderstandings amount to nothing in this great big movement. Individuals come and go and those who are here today will perhaps be forgotten in a few years.

Military Spending Is 90% of Budget

ACCORDING to the United States Bureau of Standards 93 cents out of every dollar of Uncle Sam's money this year goes for war, past, present or to come.

Only one cent out of every dollar goes for education and the improvement of the public health.

Copies of this remarkable analysis of our national budget may be secured on application to Dr. E. B. Rosa, United States Bureau of Standards, Washington, D. C.

Whereas the cities spend an average of $6 per capita for education per year, and the states and private agencies about $3 per year per capita for education, Uncle Sam with his huge billions only spends 6 cents per capita for education, and some of that goes to the "land grant" colleges for military drill.

Without anybody in the country realizing it, your Uncle seems to have become obsessed with building a strong military to the exclusion of the normal, balanced interests of government. Of course the truth is merely that the army and navy have developed a "technique" for extracting from Congress huge appropriations, whereas the other departments have not.

According to the analysis quoted above the national government is levying a tax of $50 this year upon every man, woman and child in the United States, and of this amount $46.50 goes for war.

Now on top of it that ex-actor, turned Congressman from California, genially proposes a system of universal military training, which will cost the country, according to Congressman Mondell, the Republican floor leader and watchdog of the treasury, in the neighborhood of one billion dollars a year.

Tragic Irony

A Federal Judge in New York has granted the request of the receiver of the Brooklyn Rapid Transit Company to suspend the operation of nine lines of that system because they are losing money.

The tragedy of this incident does not lie in the simple fact that the lines were suspended. Workers in the transportation industry are struck with the tragic fact that they are forbidden to strike transportation companies by the threat of court injunctions because of the "public inconvenience" which these actions often cause. Nevertheless, a court is more than willing to overlook the "public convenience" in cases where the owner of a transportation company seeks relief because of falling profits.

In the case cited above, the receiver had been ordered by the public service commissioner to continue to run the lines. This order was neatly set aside by the courts. This case will not be forgotten the next time transit workers seek to negotiate new wage rates.

Strikers Stand Firm

International Supports Striking Drivers

The strike of the Taxicab Drivers' Local Union of Philadelphia, which has been on for about three months, still prevails. Not one man has deserted the organization. The companies are operating a few cabs at an enormous expense.

The officers of the union, in conjunction with an International Organizer, did everything in their power to avoid trouble, but their efforts were of no avail. The International Union has paid upwards of $26,000 in this strike as strike benefits to the men. It is a case of where the employers put their backs up against the wall and decided to break up the union, but it would have been well for them to give this thought some consideration—in breaking up the union they may break themselves up, as had usually happened in every case of this kind. The men are fighting for justice and a square deal, and the International is doing everything in its power to assist them.

The lockout of the milk wagon drivers in Minneapolis still prevails. The International is financing this lockout. There are still one hundred men who have not yet secured employment in other places and are still on the strike pay roll. Up to this writing we have paid out almost $16,000 in this lockout.

We want our membership to know where their money is going. It is a splendid thing that we have the money in the International treasury to support a lockout of this kind. In every instance where men are out on a strike or lockout in accordance with the Constitution, the International does not hesitate to pay them the benefits to which they are justly entitled, and where men are not out in accordance with the Constitution the International Executive Board can not pay them benefits, as the International Officers are only the trustees or guardians of the funds of the general membership, and are bound by this obligation to see to it that the funds of the International Union are expended in accordance with the Constitution.

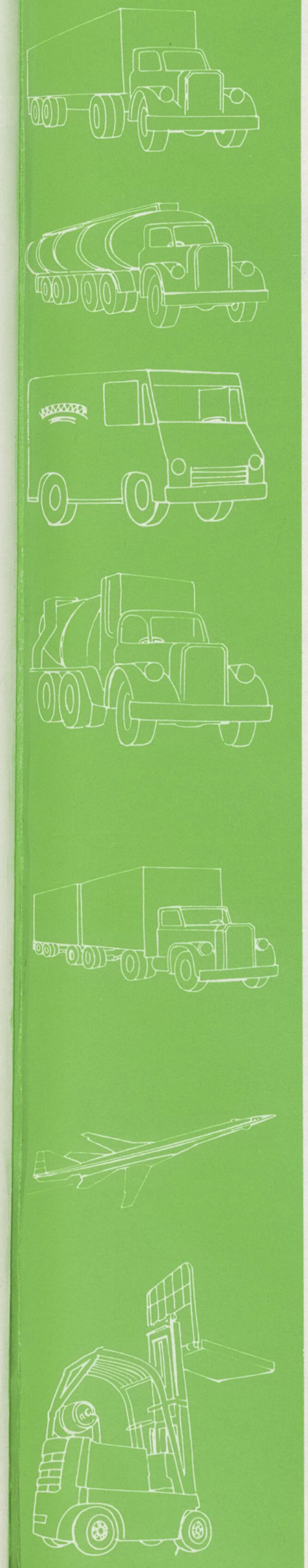
If You Drive, the Highway is Your Workshop

Drive Carefully

THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

MARCH 1971



Construction Division Meets

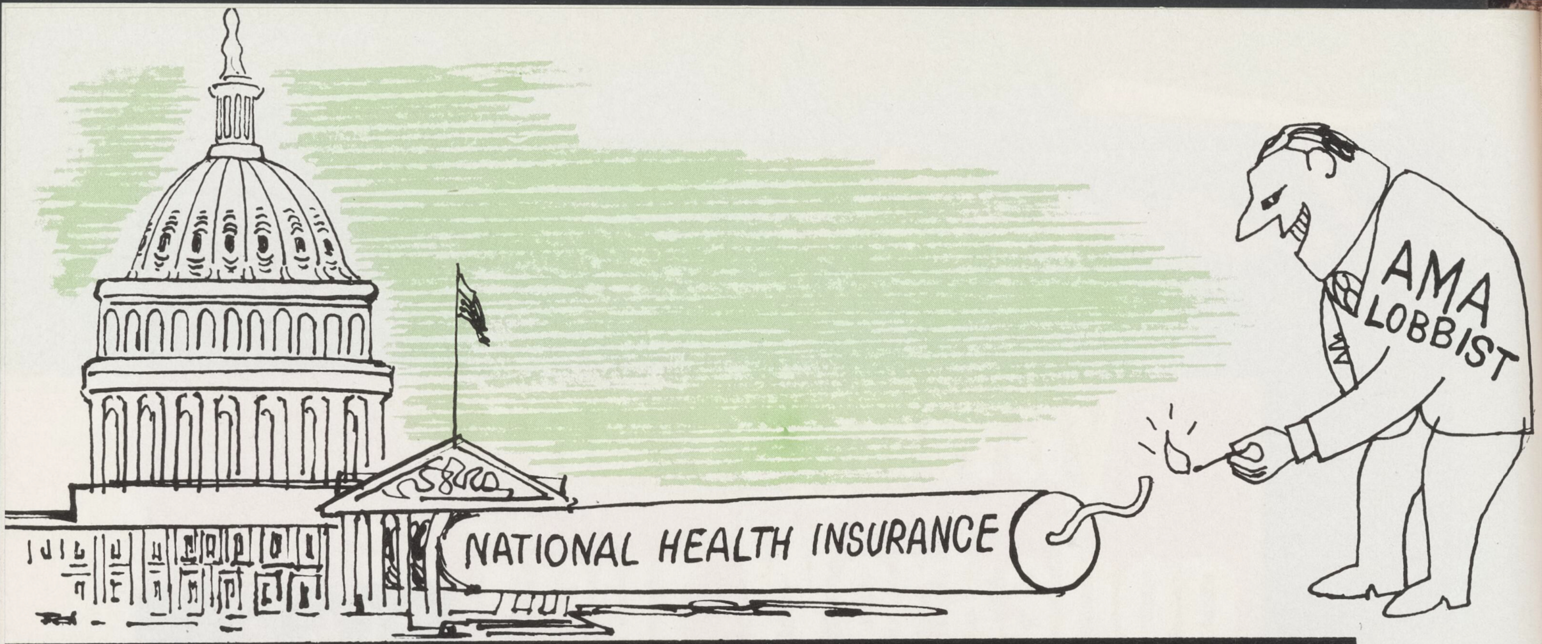
Dairy Conference Convenes

IBT Lawyers Conference in Session

N.J. Teamster is Roadeo Champ

Fitzsimmons Outlines Bargaining Views

Local 401 Breaks Ground For Bldg.



LABOR'S PLACE IN HISTORY

ORGANIZED LABOR, for more than a quarter of a century, has been trying to convince Congress of the need for a comprehensive national health insurance program.

Always the approach has been made in a spirit of unselfishness. The emphasis has always been on the needs of people. While sometimes the more generous elements of Congress—often encouraged by Presidential asides—responded to labor's arguments, the flicker of legislative conscience eventually would disappear much as a light bulb burns out after glowing very brightly for an instant. Proposals in the congressional hopper would die on the vine.

This perpetual up-the-hill down-the-hill process has gone on through the years despite periodic, shocking disclosures by government agencies of the varieties of health crises confronting thousands of American homes. Especially is this true regarding the health of children.

Not too long ago, for example, the Department of Health, Education and Welfare issued a review of the prevalence of handicapping conditions among the young. The Department estimated:

—That more than 11,400,000 children, or 23 per cent of all youngsters in the United States, had eye conditions requiring specialist care.

—That 4,600,000 youngsters were emotionally disturbed.

—That 2,800,000 kids had speech disorders.

—That more than 2,100,000 children had orthopedic conditions needing correction and more than 2,100,000 were suffering from hearing impairments.

A striking feature of the HEW report was the estimate that about one-third of these conditions could be prevented or corrected by case-finding and treatment in early childhood. Further, nearly two-thirds of the afflictions could be overcome by appropriate care up to the age of 18.

Finally, said HEW — ". . . in low-income areas, between 10 and 25 per cent of children suffer from one or more untreated chronic conditions. Most poor children go without adequate preventive or remedial health care."

It would not be out of line to say that most of the millions of children needing correction for handicapping conditions are youngsters in families headed by low wage earners. As Dr. Jack Geiger of Tufts University school of medicine put it: "The poor are likelier to be sick, and the sick are likelier to be poor." He added that without intervention in this process, "the poor get sicker and the sick get poorer."

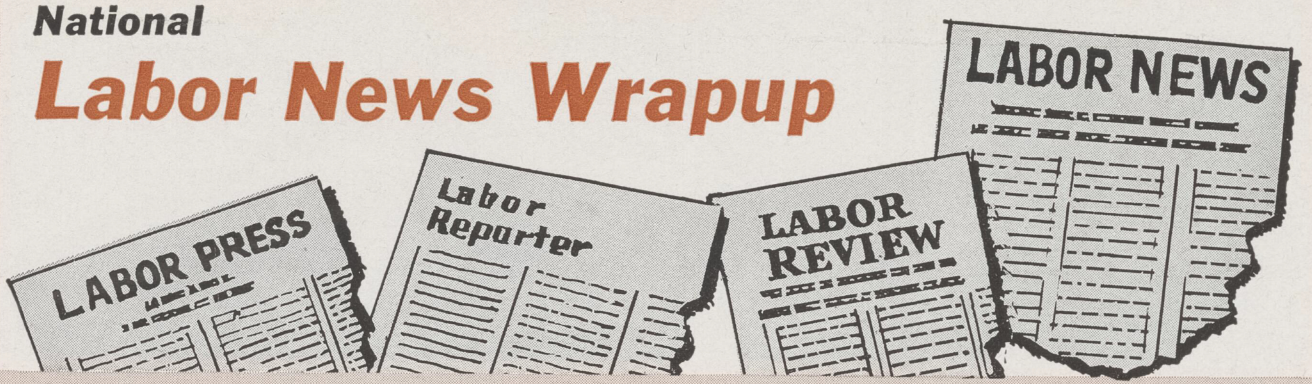
There is no mystery why—in spite of the constant flow of statements exposing health care inadequacies—the health crisis continues unabated in America. The American Medical Association, with its misleading "socialized medicine" alarm, is the culprit. The history is that on every occasion that national health insurance has begun to get a good reception in Congress, the AMA lobbyists have sprung successfully to destructive action.

As in years gone by, the AMA prior to the last election understood very well that national health insurance proposals would again hit the congressional fan in 1971. Through loopholes in the Corrupt Practices Act, the AMA secretly funneled $700,000 into the 1970 congressional election contests around the country.

Nobody knows who received the AMA campaign contributions. It is safe to say that when and if Congress begins to debate national health insurance this year, key Senators and Representatives beholden to the AMA campaign money will make themselves known. They will either vehemently oppose the issue or ignore it completely.

In view of the record, perhaps organized labor should switch its tactics and, instead of cajoling Congress on the subject of national health insurance, take on the AMA in a full-fledged fight. Unions are uniquely and temperamentally equipped for such a struggle.

National
Labor News Wrapup



WASHINGTON, D.C.—The Labor Department has offered to pay bonding fees for any job seeker who, regardless of cause, is refused an employment bond by commercial sources. Most jobs requiring the handling of money and many that involve responsibility for supplies and equipment require bonds that would cover any losses due to theft by the employee. Under the new plan, any person who can't get a bond from a bonding company because of a criminal record, dishonorable military discharge, bad credit rating or for any other reason can now go to the government for relief—if the bond is all that stands between him and a job.

WILMINGTON, N.C.—Nine members of the Amalgamated Clothing Workers won a five-year legal battle here when the Block-Southland Manufacturing Co. agreed to forego further legal battles and pay them a total of $57,000. The U.S. Circuit Court of Appeals had upheld the National Labor Relations Board which had ruled that the company had unlawfully discharged the nine workers because they chose union representation.

WASHINGTON, D.C.—The dreary story of increased unemployment is still continuing. Latest statistics from the Department of Labor show that there are now 40 out of 150 areas of major employment importance which are suffering from six per cent or more unemployment. This is an increase of three over the figures for December and is the highest amount of "substantial" unemployment since March of 1964. The newcomers to the list are Kalamazoo, Mich.; Atlantic City, N.J.; and Buffalo, N.Y. Last month all three were in the moderate unemployment category of 3.5 to six per cent.

ST. LOUIS, MISSOURI—A worker who was fired for refusing to do a job which might have resulted in injury to himself was reinstated to his job and paid $2,827 in back wages when an arbitrator ruled in his favor. Charles Hobson, a member of Oil, Chemical and Atomic Workers here, employed by Morton Salt Co., had refused to work alone in a 100-pound bagging operation because of possible injury to himself. The union appealed Hobson's discharge and the case ended up in arbitration. It was ruled that the worker was within his rights to refuse to perform the potentially dangerous job.

NEW YORK CITY—A special course in Occupational Health Hazards for representatives of major unions in the country responsible for protecting the health of workmen on the job will be given April 19-23 by the Environmental Sciences Laboratory of Mount Sinai School of Medicine. This is the first time a school of medicine has set out to train union people in occupational health. A Trade Union Advisory Committee of 25 helped select the most urgent and important topics for emphasis.

WASHINGTON, D.C.—The number of working mothers in industry has been increasing during the past four years but reached a record pace during the year 1970. A Department of Labor survey showed that the number of working wives with children under 18 years old reached 10,200,000 in March 1970, an increase of 460,000 over March of the previous year. Increases in the number of working wives during the years 1966-70 averaged 520,000 as compared with an average growth of 200,000 during the 1962-66 period.

WASHINGTON, D.C.—The National Transportation Safety Board said that investigation showed an altimeter was faulty in the plane that carried the late Walter P. Reuther to his death last May. Investigators found the altimeter had some parts missing and one part was installed upside down.

WASHINGTON, D.C.—Nearly four million workers in five industries—railroads, airlines, longshore, maritime and trucking—will be stripped of the right to strike if President Nixon gets passage of legislation he has sent to Congress. Although coming debate on his so-called "emergency disputes" proposal will probably range far and wide over many matters, the issue at stake is the strike right—long considered the kingpin in free collective bargaining.

NEW YORK CITY—Evelyn Dubrow, legislative representative in Washington for the International Ladies Garment Workers, has been named among "America's 75 Most Important Women" published in the January Ladies Home Journal. Miss Dubrow also was the subject of an article in the New York Times describing her work on behalf of a wide range of social legislation.

TEL AVIV, ISRAEL—Histadrut, the Israel Federation of Labor, could claim all sorts of trade union world records. All of Israel's Prime Ministers and two of its presidents have come from Histadrut. The present prime minister, Golda Meir, was a Histadrut official, and the nation's current president, Zalman Shazar, was once editor of the Histadrut daily newspaper.

OTTAWA, CANADA—Unemployment in Canada rose to 6.5 per cent in December, the Bureau of Statistics disclosed. This represents a total of 538,000 jobless compared to 476,000 in November. Most of those out of work were men over 24.

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Bargaining Views at
University of Arizona**

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From The FIELD

Milkman Rescues Two From Burning Home

It seems as though Teamster milk drivers very often are rescuing people from burning homes, and the case of Samuel A. Pedaline, a member of Teamster Local 205 in Pittsburgh, Pa., is typical.

Pedaline, a driver for Taylor Dairy Co., was making his regular rounds when he saw smoke coming from a home in Rochester, Pa. A veteran of 10 years on the Rochester Fire Department, Pedaline instantly recognized the signs.

He entered the burning house and rescued a baby and a teenage babysitter. Then Pedaline stayed at the scene to help fight the fire for two hours.

San Diego Member Builds an Airplane

Six years ago, Teamster Joe Tupa's wife bought him a $25 set of plans to build a do-it-yourself airplane—and Tupa, a member of Local 683 in San Diego, Calif., took her up on it.

Long interested in flying—model airplanes as a youngster and flying lessons as an adult—Tupa went to work and spent every spare moment in his 2-car garage putting together a small biplane.

Tupa finally completed the small ship with a 17-foot wing span, received an "okay" inspection from the Federal Aviation Authority, and now has test-flown the plane successfully.

He and a friend have started work on yet another airplane.

Oregon Teamsters Aid VA Hospital

Things are a little brighter at the Veterans Administration Hospital in Portland, Ore., through the generosity of Teamster Joint Council 37 and some members of Teamster Local 162.

The Teamsters donated some special chairs to make seating arrangements more comfortable for patients and visitors, and also gave some new electronic equipment for the recording and playing of music for church services in the hospital chapel.

Two Local 162 members, Peter Gunnestrup and Herman Heeszel, were honored by the hospital for their many hours of volunteer work on behalf of the patients.

Gunnestrup started helping patients to get to church services on Easter Sunday in 1952 and between he and Heeszel they have continued the service through the years.

It was through the interest of the two Local 162 members that the joint council became aware of the need for the chairs and sound system. The council then proceeded to provide the new equipment.

Big Brothers Reelect Detroit Teamster

Henry A. Steinman, Jr., a member of Teamster Local 214 in Detroit, Mich., recently was reelected president of the Big Brothers of Monroe County, Inc., board of directors.

Steinman is employed by the City of Monroe, Mich., as a job leader at the city hall and has worked with fatherless boys since the program was founded in Monroe five years ago.

New Jersey Officer Honored by Scouts

Daniel J. Tortorello, secretary-treasurer of Teamster Local 945 in Paterson, N.J., recently was honored by the Aheka Council of the Boy Scouts of America for his 16 years' service as a scoutmaster.

Tortorello was cited for his dedication and effective volunteer leadership in scouting. He also serves as a member of the BSA executive board.

Daughter Elected Head Of Girls' Nation

Rebecca Lynne Wrede, daughter of Robert Wrede, a member of Teamster Local 713 in Chicago, Ill., recently was elected president of Girls Nation sponsored by the American Legion Auxiliary.

Miss Wrede attended the Girls' Nation meeting in Washington, D.C., where she won election. Earlier she was elected "governor" of Girls' State in Indiana.

Chicago Member Elected To Legion Post Job

Lawrence W. Loomis, a member of Teamster Local 705 in Chicago, Ill., recently was elected commander of Post #250 of the American Legion.

Loomis first became a Teamster in 1945 when he joined Local 687 in New York State and later moved to two other local unions before settling down in 705.

He comments: "My years as a Teamster have been fruitful and sometimes exciting."

Message of the General Vice President

Your Union at Work

ACTIVITIES ON behalf of the membership in today's fast changing world often take many forms which are removed from the day-to-day enforcement of a collective bargaining agreement, or the negotiation of the agreement itself.

We here at the International Union in recent days have been moving in these areas which go beyond basic union representation. For example, I appeared before the Senate Labor and Public Works subcommittee on health the first of this month, pledging the support of the International Union for a National Health Program which would provide all Americans with adequate and quality health care within their means to afford.

As the nation gropes for a way to deal with the national health crisis, it was especially gratifying to me to be able to cite the experience of Teamsters in the area of health and welfare for the membership.

I pointed out to the committee that while we are proud of the accomplishments we have made through our collective bargaining agreements in the area of health, ever rising costs of medical and health services have made it nearly impossible to buy increased and more comprehensive care for our members. Just maintaining present benefits necessitates negotiating employer contributions which compare with what we negotiated in wages just a few short years ago.

A pertinent part of my testimony dealt with the necessity of emphasizing preventive medicine in any national health program, to preclude catastrophic illnesses and the outrageous expenses of major surgery.

I would hope that the entire membership will get behind the effort to enact a National Health Program. My testimony will appear in whole in the next issue of *The International Teamster* magazine.

In the next few weeks, I have an appointment scheduled with Secretary of Transportation Volpe, a meeting I have requested to discuss the recently revised driver regulations. As you know, we have been working on this problem for our drivers for over a year. We have been able to get the Department of Transportation to compromise on some of the more punitive provisions of the revised regulations.

However, we are not yet satisfied that our drivers have not been singled out under the revised regulations, and a major segment of the driving public—with safety records far inferior to our drivers—has been excluded from scrutiny.

We will be working on this in months to come, and hopefully, we can get the kind of relief our drivers—because of their safe driving habits—are entitled to.

One of the problems of collective bargaining over the years has been the poor understanding by the general public of the collective bargaining process and the problems involved.

I had the opportunity last month to speak at a labor-management seminar sponsored by the University of Arizona. It was an opportunity to vent some thoughts and ideas which the public has misunderstood in the past, and it was an opportunity to let the public know what to expect of collective bargaining in the future. A complete report of that appearance is on page 16 of this issue of the magazine.

So, while there are no page one headlines these days about Teamster strikes, or about major collective bargaining agreements, your International Union is at work in other areas which supplement benefits and wages in current agreements, and make those agreements more meaningful. Also, our activities in such areas as national health and in communications, we like to think, make a major contribution to the community at large.

Frank E. Fitzsimmons

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

STATE OF THE UNION

At Phoenix

Construction Division Policy Committee Okays National Contract Proposal

A PROPOSAL for a new National Construction Agreement was approved by more than 100 members of the Policy Committee of the Teamsters Union National Building Material and Construction Division in a meeting at Phoenix, Ariz., late in January.

Approval of the proposal followed considerable discussion during which some minor amendments were made by the delegates.

Jurisdictional problems also took up much of the agenda along with reports from Area Conference divisional directors, the showing of films, and visiting speakers.

General Vice President Frank E. Fitzsimmons addressed the banquet and also participated in business sessions. He complimented the division as an area of the International Union "where the action is," adding:

"The recent consummation of your National Pipeline Agreement is an example of some of the responsibility which this division exhibits in negotiations. I was especially pleased to see that this Agreement provided substantial increases in areas of the country where wage rates have been inadequate in the past."

Fitzsimmons told the delegates that the International general executive board "sincerely appreciates the work of this division and the problems it has" and pledged the board's support.

"We recognize that you operate in one of the most vibrant areas of jurisdiction," said Fitzsimmons, "and know that the Division has a reputation of

Shown are some of the more than 100 delegates attending the Phoenix meeting where a proposal for a National Construction Agreement was approved.

meeting the challenge."

He pointed out that the Division would have plenty of challenges during 1971 and went into a discussion of the results of a recent meeting of the President's Construction Industry Collective Bargaining Commission. Thomas E. Owens, director of the National Building Material and Construction Division, was present at the commission meeting as a member.

Fitzsimmons said the commission meeting had serious "overtones" because President Nixon "was quite blunt in his approach to whatever the building trades might have contributed to inflation over the past several years."

President Critical

He pointed out that the President was critical of both labor and management because nothing had been done by the commission in the past year to curb the rising wage-cost spiral in the building trades. It was at this meeting that the President gave the construction industry 30 days to come up with some solutions in an effort to halt inflation.

Fitzsimmons commented:

"With the economy scraping the bottom, the Administration seems to be looking to construction as its best hope for an upswing, and the Administration thinking seems to be that this depends upon severe limits in construction wages.

"At this point," Fitzsimmons emphasized, "I would like to make it perfectly clear that I certainly am not entirely in agreement with this approach. Our approach in the Teamsters has always been that the membership is our first consideration, and we will continue to represent the member from this posture."

Certain people in government already are recommending unfavorable legislation, Fitzsimmons pointed out, to put shackles on the construction industry. He cited as examples:

—Elimination of pre-determination of wage rates for government work under the Davis-Bacon Act. ("I am sure this prospect makes some of the most anti-union contractors in the nation dance with glee.")

—Invite more open-shop contractors to bid on government work. ("I can tell you this is good news to the National Right to Work Committee.")

—Eliminate hiring halls. ("Try that one out on your old player piano and see if you like the tune.")

—Revamp apprenticeship programs and lower apprentice-journeymen ratios. ("This will upset members who already are upset with so-called Philadelphia plans and other gimmicks.")

—A government policy of directing federal construction money to low-cost areas. ("Figure that one out in terms of what it will do to your union.")

Unemployment Factor

Unemployment, running as high as 30 per cent in the construction industry in some areas of the country, was also brought to the attention of the delegates by Fitzsimmons.

"I believe that when you put the whole ball of wax together," Fitzsimmons concluded, "you will see that playing catch-up football in 1971 will be difficult, indeed, as the President and his advisers already have given the contractors the excuse to hold the line. . . You are going to have difficult times in negotiations and difficult times in organizing with the open-shop carrot dangling in front of the contractors' noses."

Division Director Owens, chairman of the Arizona meeting, told the delegates that contractors are complaining that two things must be done by unions to make companies more competitive in job bidding: Improve productivity and guarantee job completion free from jurisdictional disputes. This was borne out by reports from the various Area Conferences.

General Vice President Frank E. Fitzsimmons addressed the banquet and also took part in business sessions as the Policy Committee of the National Building Material and Construction Division met in Phoenix.

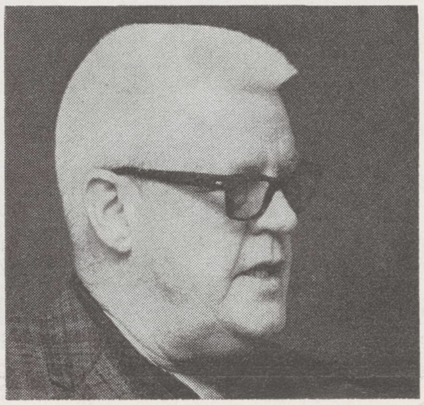
Work stoppages have become a big problem, Owens said, and noted that Brown & Root, Inc., of Houston, Tex. —the biggest construction company in the nation and a non-union operator at that—uses a "no work stoppage" sales pitch to get its contracts.

Jack Quinn, executive vice president of the National Constructors Assn. (NCA) which has 34 member companies utilizing union labor, was a guest speaker.

"We use union labor as a matter of

Gene Blake
Local 83

Dick Crowther
CCT



Gene Whitney
WCT

principle," Quinn said by way of emphasizing that the NCA's problems were the same as those of the Teamsters and Building Trades.

He saw those problems as "mutual" in their effect upon the industry and people working in it: (1) wages, prices, and inflation; (2) decreasing productivity, and (3) a rising tide of open-shop work which is expanding rapidly.

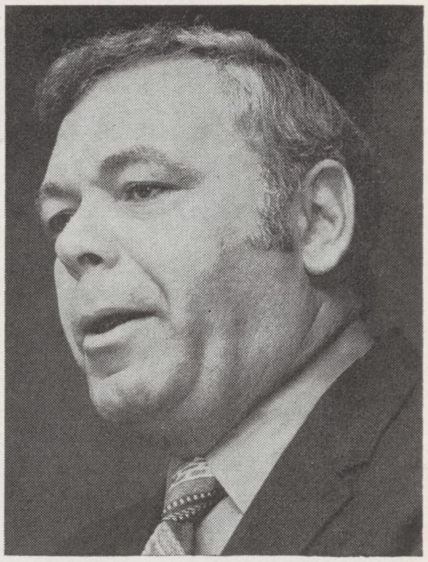
Quinn said NCA contractors are finding themselves in an increasingly untenable position even though business is at an all-time high. He explained why: "Our members have lost 180 jobs in the last three years to open-shop contractors on head-to-head bidding."

Another speaker was Frank Benidez, head of the Arizona federation, who spoke glowingly of Teamster-AFL-CIO teamwork in that right-to-work state.

Delegates to the Policy Committee meeting of the National Building Material and Construction Division unanimously adopted a resolution to support the endeavors of General Vice President Frank E. Fitzsimmons to bring about the release of General President James R. Hoffa, now going into his fifth year of imprisonment following a trial tainted by the injustice of a prejudiced witness and other government improprieties.

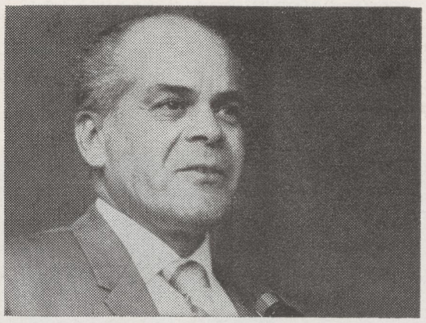
Gene Blake, secretary-treasurer of Teamster Local 83 in Phoenix, served as host for the meeting and also briefly addressed the delegates.

Films shown included one illustrating a new time-saving method of heavy construction through the use of helicopters, and another showing modular construction of a hotel.



Thomas E. Owens
Div. Director

Tony Capone
ECT



Frank Benidez
Ariz. AFL-CIO

Jack Quinn
NCA

Building Trades and Contractors Agree on National Work Rules

An agreement between management and labor designed to prevent costly jurisdictional disputes and to establish national work rules has been worked out here by the 17 building and construction trades unions and the National Constructors Association representing some 40 contractors in major heavy industries.

The agreement is the result of a year of intensive study by both groups and for the first time sets up penalties for infractions of it.

Aim of Compacts

Under what are called "productivity compacts" both management and the unions are aiming at "boosting field labor productivity and eliminating costly and disruptive strikes and picketing over arguments between rival unions as to which craft performs various kinds of work."

Jurisdictional strikes are the subject of a separate contract which has a precedent-making provision under which infractions by management and labor may result in heavy fines.

Management is required to avoid any "unreasonable misassignment of work" while the international construction unions are required to take prompt and appropriate" action against a local that strikes or pickets a job in furtherance of a jurisdictional dispute. Penalties can range as high as $10,000 for a large union to lesser amounts for lesser offenses.

In each case the penalty money will be placed in a trust. Management fines will go to a management trust to be used for research in the area of manpower use and worker recruitment. The building trades trust will be used in research and study concerning the origin and prevention of labor disputes.

The agreement also spells out work rules designed to assure improvements in production.

The agreement provides for an impartial umpire with power to determine if rules are violated, to fix the amount of penalty and to take action against the offender.

Big Saving

Management officials estimated that adherence to the compact by both sides could save millions of dollars to the industry and put millions of dollars into the pockets of construction workers through the elimination of costly shutdowns and strikes.

The current agreement is limited to the National Constructors Association which represents contractors in the fields of atomic energy, chemicals, power houses, oil refineries and steel mills. Spokesmen for the unions and management said, however, that other industries were welcome to come in.

In New Orleans

Mid-States East Coast Dairy Conference Discusses Current Bargaining Problems

MORE THAN 80 delegates and 50 guests were on hand at the annual meeting of the Mid-States East Coast Dairy Conference in New Orleans, last month which was headlined by appearances of General Vice President Frank E. Fitzsimmons and House Majority Leader Hale Boggs.

Sessions of the conference, under the chairmanship of Gene Hubbard, of Washington, D. C., dealt with the organizing and collective bargaining problems facing officials representing dairy employees.

Representatives of the National Labor Relations Board and Teamster attorneys were on the program to explain the law and current cases arising out of collective bargaining disputes.

Teamsters General Vice President Frank E. Fitzsimmons spoke at two sessions and was the feature speaker at a banquet session.

The Teamster leader met current collective bargaining problems head-on, declaring that the Teamsters oppose any consolidation of cabinet offices and government departments which would remove the Department of Labor as a separate government agency.

Turning to current Administration proposals to deal with inflation, Fitzsimmons declared that he opposes any form of wage price controls, and that if such controls are finally invoked they should be imposed on all forms of income, not just wages and prices.

He declared to the banquet audience that collective bargaining in the 1970's must be tailored to the new directions in which our society is headed.

Fitzsimmons outlined the changing nature of the nation's workforce, with the influx of young workers, more and more women entering the labor force, and the increased militancy of white collar and professional workers.

He declared that the labor movement is no longer immune to the influence of youth in the work force and that the involvement of the young in all aspects of life is changing the character of unions as it is changing the character of the community in general.

Fitzsimmons cautioned delegates against underestimating the intelligence of young members of unions, saying "the biggest danger to any union official is to overestimate himself and underestimate his younger members."

The Teamster General Vice President said unions cannot in the future limit collective bargaining to the more profitable industries and the better paid workers, but must serve as a vehicle by which the impoverished and the deprived can obtain a share of the nation's wealth.

On specific problems facing dairy employees, Fitzsimmons told the delegates that memories of "how it was done in the past" were fine as memories, but today's union official representing dairy employees must recognize conditions as they now exist and tailor their approach to represent the member in the face of realities. He pledged all-out support of the International Union to this approach.

Congressman Hale Boggs, newly elected House Majority Leader, was on hand to present a Certificate of Merit to Local 270 member, Paul E. Cooney, who was honored by the American Red Cross for a life-saving act of heroism.

More than 80 delegates attended sessions of the Mid-States East Coast Dairy Conference last month in New Orleans, where discussions centered on organizing and collective bargaining problems and labor law and cases arising out of current collective bargaining disputes.

Teamster General Vice President Frank E. Fitzsimmons addressed both general sessions and the banquet audience at the recent meeting of the Mid-States East Coast Dairy Conference in New Orleans.

Sessions of the recent Mid-States East Coast Dairy Conference in New Orleans were under the chairmanship of Gene Hubbard, president of Joint Council 55, and head of Local 246.

Boggs explained that the certificate, signed by President Nixon, was of particular merit as it was awarded only after exhaustive investigation and comparison with other acts recommended for recognition.

Congressman Boggs declared that his approach to good government has been to look at problems realistically and then cast a vote on an issue regardless of prejudices which might prevail at a given time.

The long-time Louisiana Congressman declared that to be effective, good government must make each citizen feel he has some stake in America.

Such a stake, he said, involved decent wages in a country which is rich enough to support all of its citizens properly. Good government, he said, must provide good schools, insure a clean environment, and must insure that citizens have no fear of financial catastrophe in the case of major illness, and no fear of financial insecurity in old age.

Turning to the specific problems facing the nation, Boggs declared that as severe as those problems may be, there are answers, and from his political posture, he declared that the answer is the election of a Democratic Administration in 1972.

Congressman Boggs was especially praiseworthy of Charles Winters, president of Teamster Local 270 in New Orleans, who acted as host for the conference.

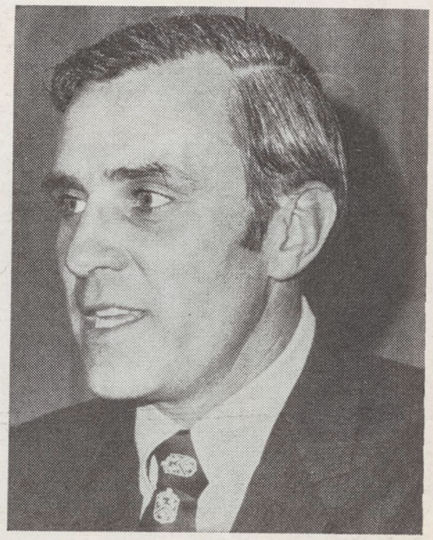
Boggs declared that Winters not only stands in the forefront of labor matters in the New Orleans area, but also in civic matters as well.

Fitzsimmons gave particular praise to Eugene Hubbard as conference chairman, Howard Haynes who is conference secretary, and Tony Christiano who is conference treasurer, for the largest and most successful conference ever held.

Howard Haynes, conference secretary, reported to the delegates.

Charles Winters, president of Local 270 and host for the conference.

Walter Shea, administrative assistant to Fitzsimmons, spoke to delegates.



General Secretary-Treasurer Thomas E. Flynn spoke to a session of the conference.

Teamster General Vice President Frank E. Fitzsimmons welcomed attorneys to conference and spoke at banquet meeting.

International Conference of Lawyers Holds 14th Session on Labor Law

MORE THAN 125 attorneys were in attendance last month in Miami Beach, Florida, at the 14th meeting of the International Conference of Teamster Lawyers.

The week-long meeting was highlighted by addresses of Teamster General Vice President Frank E. Fitzsimmons, General Secretary-Treasurer Thomas E. Flynn, and Under Secretary of Labor Laurence H. Silberman.

Both Fitzsimmons and Flynn extended the hand of welcome to the Teamster attorneys, and acknowledged the important part the barristers play in the everyday affairs of collective bargaining in the Teamsters.

Speaking at the banquet session, Fitzsimmons urged the attorneys to speak out in their local communities, in their professional societies, and in local service clubs for a better understanding of the role and contribution of collective bargaining to the general welfare of the nation.

The General Vice President called upon the group to use its ingenuity and work for innovations which give working men and women full protection under the labor laws of the land.

Under Secretary Silberman, also a banquet speaker, reviewed for the lawyers the working relation between the Department of Labor and the Congress in the administration of the nation's labor law, and the difficulties and different interpretations which sometimes arise.

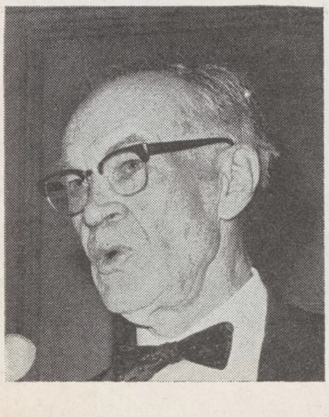
Flanking the Under Secretary at the banquet session were Edward B. Miller, chairman of the National Labor Relations Board; Peter G. Nash, Solicitor of Labor; Arnold Ordman, general counsel for the National Labor Relations Board; Ogden W. Fields, NLRB executive secretary; H. Stephen Gordon, Associate NLRB General Counsel; and NLRB member Howard Jenkins.

Sessions of the conference were headed by Clarence Beck, of Salt Lake, long-time conference chairman, and by David Previant, IBT chief labor counsel who was program chairman. Arrangements were under the director of IBT House Counsel Florian Bartosic.

The program dealt with such subjects as:

The Motor Carrier Industry and Title VII of the Civil Rights Act. Hugh Beins, attorney for the IBT and the Eastern Conference was panel chairman, with panel members Cecil Branstetter and William Babb;

**Chairman
Clarence Beck**



**Under Secretary
Laurence Silberman**

**NLRB Chairman
Edward Miller**

**IBT Labor Counsel
David Previant**

More than 125 Teamster attorneys attended the 14th meeting of the International Conference of Teamster Lawyers, held last month in Miami Beach, Florida.

Current Development in Tax Laws as They Affect Labor Representatives and Labor Unions. Stanley Rosenblum led this discussion.

Corrupt Practices Act and Labor Unions. Harry Craig was panel chairman.

Under Current Developments, such subjects as lockouts, successorship, appropriate units, imposition of union fines, and obligations of pension fund trustees were covered under chairman Albert Brundage.

Other program topics and discussion chairmen were:

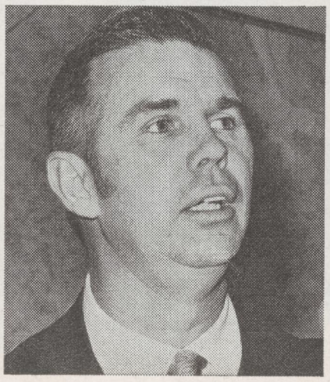
Duty of Fair Representation, Julius Reich, Labor Injunctions, Gerry Miller; Preliminary Motions, Discovery Techniques and Trial Tactics, Natt Wells, David Uelmen and Raymond Bergan;

Recent Development in the Law of Picketing, Boycotts, Subcontracting and Owner Operations, Lester Asher, Robert Knee, Sherman Carmell, Hugh Hafer, Edward Cohen, Duane Beeson, and Robert LeProhn.

Problems of dealing with the Interstate Commerce Commission were discussed under the leadership of James P. Hoffa, attorney for the Michigan Conference of Teamsters and son of General President James R. Hoffa.

Central Conference
James P. Hoffa

Eastern Conference
Hugh Beins



Western Conference
Albert Brundage

Southern Conference
Nat Wells

'Strong Ally'

GVP Fitzsimmons Reelected To Muscular Dystrophy Post

Teamster General Vice President Frank E. Fitzsimmons recently was reelected a national vice president of the Muscular Dystrophy Associations of America at the organization's annual meeting in New York City.

Entertainer Jerry Lewis, national chairman of the voluntary health agency, commented: "I'm very happy that Frank will continue as a vice president of our association. The Teamsters have long shown compassionate concern for the victims of dystrophy, and I've always counted them among our strongest allies."

Teamsters throughout the country regularly support the annual Labor Day weekend telethon in which most of the dystrophy-fighting funds are raised for research into the muscle-destroying disease.

MDAA estimates that nearly $7 million will be spent this year on research and patient service programs, including the maintenance of free clinics in 85 cities.

Services to patients are administered through MDAA chapter affiliates in every state as well as in the District of Columbia, Puerto Rico and Guam.

● Key Punchers

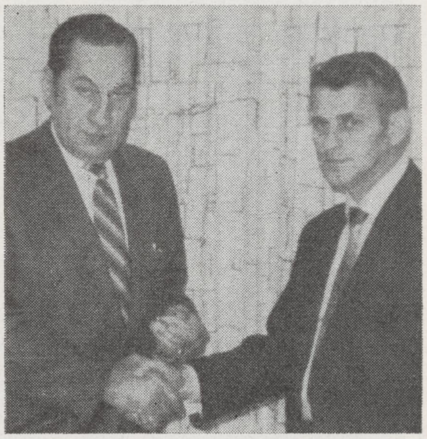
A majority of 100 key punch data processing employees working at Computer Business Service in Long Beach, Calif., voted for representation by Teamster Local 572 in a recent National Labor Relations Board election.

Jack Cox, Local 572 secretary-treasurer, said the election win would open up a whole new field of union representation in the computer industry in the Southern California area.

Church With Nixon

Clifford K. Arden, president of Teamster Local 215, Evansville, Indiana, and his wife, accepted an invitation from President Nixon to attend the church services at the White House. The President greeted everyone personally and spent a couple of hours talking with the small group of guests. Following the church service, coffee was served in the State Dining Room.

25 Years



Ernie Maahs (left) is shown receiving a 25-year pin from Roland A. Wardlow, president of Teamster Local 364 of South Bend, Ind., in recognition of Maahs' 25 years as a business representative for the local union. Maahs, a member of the local since 1936, was elected secretary-treasurer in 1963 and still holds that post.

Plywood Pact Gained by Jersey Local

Teamster Local 641 of Jersey City, N.J., recently negotiated an agreement providing substantial wage increases and other gains for members employed by U.S. Plywood Corp.

George J. Lonergan, Local 641 secretary-treasurer, said that besides the wage gains, the 3-year agreement provided for health and welfare and pension fund contribution increases, improved the vacation schedule to a maximum of four weeks after 15 years on the job, and other benefit improvements.

Lonergan expressed appreciation to General Vice President Frank E. Fitzsimmons, International Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, and International Vice President Sam Provenzano, head of Teamster Joint Council 73, for their assistance and support in the negotiations which were nearing the strike stage when final settlement was reached.

● Driver Win

Truck drivers employed by Rowe Cambridge Motor Transportation, Inc., in Tyrone, Pa., voted for representation by Teamster Local 110 of Johnstown, Pa., in a recent National Labor Relations Board election, according to Francis R. Engbert, president of the local union.

Trial Run

Kentucky Teamsters Okay 4-Day Week Agreement

Some 125 Teamsters engaged in production work at a Kentucky plant recently ratified an agreement stipulating a trial run on a 4-day work week.

The contract, providing for 10 hours a day Monday through Thursday, was okayed by members of Teamster Local 89 in Louisville, Ky., and is with Boone Box Co., Inc.

Norman Hug, Local 89 vice president, said the new work schedule was slated to go into effect March 1st for a 3-month trial period, extendable to an additional 3-month period by agreement of the company and union.

After that time—again by agreement—the plan will either be canceled or extended to the full life of the 3-year contract.

Members will work on two different shifts embracing a period from 6 a.m. to 3 a.m. the next morning. Lunch breaks and coffee breaks are included.

Hug said the settlement is significant in that it means Boone Box is probably the first union firm to go on a 4-day week in Kentucky. A few other companies, non-union, operate on the 4-day week.

Company's Hopes

Boone Box spokesmen said the company, which manufactures corrugated boxes and corrugated interior packing, hopes to reduce absenteeism, improve work quality through improved mental attitudes of workers, and also reduce employee turnover.

Hug said the Boone Teamsters ratified the settlement by a vote of 92 to 6.

Local 89 proposed the 4-day week tryout in the belief that it would give the Teamsters more time with their families, reduce commuting time and expense for some of the members who live a considerable distance away from the plant, and also—because of the way the shifts are scheduled—switch traveling hours away from the usual rush-hour traffic periods.

Other Benefits

The contract also provided for substantial wage increases, calls for 10 paid holidays annually, and contains several other fringe benefits.

Nationally, the 4-day work week has been gaining inroads in industry in the past year or two but has usually been confined to smaller organizations. However, Chrysler Corp., has agreed to discuss the 4-day work week with the United Auto Workers.

Labor Institute Grads Thank Fitzsimmons

General Vice President Frank E. Fitzsimmons received an unusual letter recently from the members of the first 1971 class of students graduating from the Teamster Labor Institute in Miami, Fla.

All signed their names and local union affiliation to the letter which expressed enthusiastic "thanks" for providing them with the "most welcome opportunity to study, communicate and exchange ideas with each other and a highly skilled, inspiring and dedicated teaching staff."

They added that "as a result, we are returning to our locals, our membership and our work with new ideas and renewed enthusiasm" that will help in efforts to deal with the enormous social, political and economic problems facing Teamsters Union members and all other Americans.

The letter concluded: "By establishing this institute you have performed an invaluable service to the entire membership of our great International Union. You have every reason to take pride in the work it is doing. We believe, as we are sure you do, that its continuation and expansion is vitally important to our future. Suffice it to say that the largest International in the world should provide the very best educational opportunities for its members."

Retiree

Leon Weber, a member of Teamster Local 346 in Duluth, Minn., is shown receiving his last trip orders from Sandra Reed, company secretary, prior to his retiring as a driver for Ruan Transport Corp. He began work with the company in 1945.

Ground-Breaking

IBT Vice President Edward Nangle wields the shovel in ground-breaking ceremonies for a new union building to be constructed by Teamster Local 401 in Wilkes-Barre, Pa. Also present were: John Smith, Joint Council 53 president; Local 401 officers Francis Belusko, president, Leo Namey, vice president, William McCall, secretary-treasurer, Carl Yabrosky, recording-secretary, and trustees John Krushin, Paul Malacarne and Francis Sebastian; Wilkes-Barre Mayor John McGlynn; City Manager Frank Vanore; Judge Albert Aston; Allan Kluger; Nicholas Pyros; William Schoonover of the Wilkes-Barre Redevelopment Authority; and building committee members John Pudlosky, Edward Dula, Joseph Janicki, Joseph Palsha, Donald Davis, James Kinney and Casimer Kuznicki.

School Win

New Jersey Local Active In Getting Public Workers

Employees of the Linden, N.J., board of education voted heavily in favor of representation by Teamster Local 102 in Newark, N.J., recently.

Ben Merker, Local 102 secretary-treasurer, said the ballot was conducted by the Public Employees Relations Commission and resulted in 64 votes for the union, 16 against, and 7 ballots were challenged.

IBT Tops Balloting In October

Teamsters Union affiliates led all other unions in representation election activity and success during October, 1970, according to the National Labor Relations Board.

Teamsters unions took part in 208 of the 636 single-union elections in which all unions took part —or nearly 33 per cent of the total. Teamster affiliates won 101 of the total of 322 elections won in single-union balloting—better than 31 per cent.

Of the 12,103 employees eligible to vote in units won by all unions in single-union balloting, some 2,085—or more than 17 per cent—elected to go Teamster.

The new bargaining unit consists of maintenance workers, custodians, matrons, janitresses and all cafeteria workers in the 13-school system maintained by the city of Linden.

In other public employee action involving Local 102, the County Judges of Camden County, N.J., have recognized the union as the collective bargaining representative for the 26 probation officers serving the county. Merker said a contract is now being negotiated for the probation officers. Local 102 also represents the probation officers in Union County.

In another election recently, the 10 school nurses of the Union City, N.J., school system voted unanimously for representation by Local 102.

● NY Victory

Workers employed by American Express Co., voted for representation by Teamster Local 808 of Woodside, N.Y., in a recent National Labor Relations Board election.

John Mahoney, Local 808 secretary-treasurer, said the ballot tally was 10 to 3 in favor of the union. Mahoney said it was the first win at the company, in this instance a warehouse.

Boss Told To Honor Prior Contract

The Denham Co. violated the National Labor Relations Act by refusing as a successor-employer to honor the bargaining obligations in effect between Teamster Local 517, Fresno, Calif. and Swift & Co. and by unilaterally changing employment conditions.

The trial examiner held that the company met all the criteria set up by the NLRB to determine whether a purchasing employer is a successor-employer of a continuing business entity.

Denham purchased Swift's Hanford, Calif., plant in July, 1969 at which it makes ice cream and related products, continuing Swift's business without interruption at the old location with the same employees, machinery and equipment. As a result of the sale, the manager of Swift became the owner-manager of the employer.

Denham raised several defenses to show that "unusual circumstances" prove that the normal obligations flowing from a successorship status would not be appropriate and thus those normal obligations should not be imposed. All defenses were rejected by the trial examiner.

The examiner said the Teamsters' initial recognition was lawful. The contract between Swift and the union was lawful on its face, and the employer had a duty to honor the lawful bargaining obligation and contract that Swift had with Local 517.

Denham Company was also found guilty of illegal interrogation, threats and promises.

The company was ordered to cease the unlawful conduct, to bargain upon request, to cancel unilateral changes it had made and to honor and give retroactive effect to the contract between Swift and Local 517, and make employees whole for any losses suffered by the unilateral changes and failure to honor the contract.

● Drivers Vote

A strong majority of truck drivers employed by California Alabama Pipe Co., in South Gate, Calif., voted for representation by Teamster Local 224 of Los Angeles, Calif., in a recent National Labor Relations Board election, according to Joseph P. Roza, Local 224 business representative.

Ethnic Awards

William Bufalino received an award recently for his contributions to Detroit's Conference of Ethnic Communities held last June at Wayne State University. The National Commission for the Bi-Centennial of the USA is considering the conference as a model for the celebration of the 200th birthday of the United States recognizing the contributions to all aspects of American life of all of the peoples that make up the country. Bufalino was honored with seven other Detroiters.

Backpay Won in New Orleans

A total of more than $36,000 in backpay and interest was granted 11 workers in an award by the National Labor Relations Board recently as a result of case that grew out of an organizing campaign by Teamster Local 270 of New Orleans, La.

Charles D. Winters, Local 270 president, said the awards were made to people discriminatorily discharged by Allegheny Beverage Corp., doing business as Royal Crown Cola Bottling Co.

Workers receiving the awards were: Richard Bonneval, John W. Dunlavy, Charles G. Frederic, Ernest G. Illg, Donald Malter, Sr., Oliver Perrillioux, Joseph Sagona, Harold B. Trahant, Larry N. Wootton, and the late Edward Harvey.

The highest award of $11,569 is being held in escrow by the company for Anthony Peterson, a discriminatee whom the NLRB has been unable to locate.

Accident Only Minor

NLRB Says Union Advocate Received Illegal Discharge

The National Labor Relations Board has ruled that Allan Johnson was unlawfully discharged by Lapeka, Inc. because of his activities for Teamster Local 696, Topeka, Kansas, sustaining the opinion of the trial examiner.

Johnson, an experienced driver-salesman for brewery products, was allegedly discharged because of, among other reasons, his failure to report damage caused by his truck to a customer's garbage bin. The accident caused only minor damage.

Accident a Pretext

The examiner held the accident was adopted by the company as an excuse to cover up its real reason for discharging Johnson, namely its suspicion that he was the instigator or at least an active supporter of the union movement.

In making the unfair labor practice ruling, the examiner relied upon the fact that Johnson was an above-average driver-salesman, the difficulty which the company had in maintaining a force of satisfactory driver-salesmen, the fact that the accident in question was Johnson's first offense, the employer's efforts to build a case against Johnson, and the company's manifest opposition to organization of its employees by Local 696.

Interfered with Rights

Lapeka also interfered with employees in the exercise of their rights under the labor relations act by temporarily suspending coffee and beer drinking privileges and taking away from employees their warehouse and night deposit keys. This action was in retaliation for the employees having voted for union representation, the examiner said.

Cease and Desist

Lapeka, Inc. was ordered to cease the unlawful conduct, offer Johnson reinstatement and make him whole for losses suffered, and upon request of any driver-salesman restore to him any keys formerly furnished in connection with his job.

National Roadeo Champ

ATA NATIONAL
TRUCK ROADEO

Peter G. Granello, veteran Local 560 member and driver for Mason-Dixon Lines, is presented a plaque acclaiming him ATA National Truck Roadeo Champion for 1970. Making the presentation is International Union Vice President Sam Provenzano (right). Robert Luizzi, Local 560 trustee witnesses the presentation. Granello has held the N.Y. state 4-axle championship since 1959, except for 1969, and was New York state driver of the year in 1967. In addition to the plaque, Granello receives $50 monthly for one year; from Mason-Dixon he received a 1971 station wagon.

SPECIAL REPORT

At Arizona U.

Fitzsimmons Outlines Collective Bargaining Views at Labor-Management Conference

" . . . We must tailor collective bargaining to the new directions in which our society is headed."

TEAMSTER GENERAL Vice President Frank E. Fitzsimmons told an audience last month at the University of Arizona:

"In the years ahead, planning will be essential to progress, and if successful, we must tailor collective bargaining to the new directions in which our society is headed."

Fitzsimmons was a feature speaker at the 7th Annual Labor-Management Conference of the University of Arizona, sponsored by the University of Arizona Institute of Industrial and Labor Relations. The Conference theme was "Labor Law and Collective Bargaining."

The Teamster acting president discussed the new directions in relation to changing economic and industrial environments, and the consequences of such changes as they affect both unions and management.

Such changes, he said, include the great influx of youth into the labor market, greater entry into the labor market of women, the vast increase of white collar jobs in comparison to so-called blue collar work; and a projected growth of service jobs by one-third in the 1970's.

The effects of this changing character of the work force, Fitzsimmons said, include the attitude of the young that our economy can provide an ever-increasing standard of living; more and more professional, government and white collar workers wearing union buttons on picket lines; and spillover from youthful involvement on campuses and in politics changing union membership attitudes just as it is changing the attitudes in the community in general.

Serious consideration, Fitzsimmons said, must be given to the conflict between young and older union members. The young, he said, want wage increases all in the pay check, while older workers prefer some deferred wages in the form of pension credits.

Other attitudes of youth affecting collective bargaining, according to the Teamster leader are:

1. The demand that vacations be scheduled at a time convenient for the young worker when his children are out of school, which runs into seniority provisions giving older workers better bid position.

2. Eagerness of the young worker to advance, with the attitude that seniority clauses are strait jackets instead of sources of security and protection.

3. Impatience over the time spent handling grievances.

4. Desire for protection for family in the event of death of the wage earner.

5. The growing demand for weekly salary basis instead of hourly rates.

Fitzsimmons evaluated young workers in unions as intelligent, aware of values sought through union membership, and he warned that "the biggest danger to any union official is to overestimate himself and underestimate the membership."

In the years ahead, Fitzsimmons warns that collective bargaining must not be limited to better paid workers in profitable industries, but must act as a springboard out of poverty for vast groups of American workers.

Additionally, Fitzsimmons said collective bargaining must step in when others in the social sector fail where it affects members unions represent, thus requiring that labor broaden its bargaining horizons.

Turning to pending labor legislation in the federal congress, Fitzsimmons expressed Teamster opposition to Administration proposals for restrictions on strikes in the transportation industry.

The Teamster General Vice President said: "We view this proposal with alarm. Compulsory settlement of disputes, over the years, has taken many forms, and this is just another form of compulsory settlement."

Health Care

Commenting on the broadened base from which public employees may engage in collective bargaining through enabling state laws, Fitzsimmons sees a rapid maturing of this collective bargaining process as government agencies gain experience in collective bargaining. He predicted bargaining in the public sector will be more and more responsible and productive in the next several years.

As a member of the Committee for a National Health Program, Fitzsimmons deplored both the quality and the extent of health care available to most Americans, and spoke strongly in favor of the national health program now before the Congress by the committee of labor groups and private organizations.

On Inflation

On the question of inflation and proposed wage and price controls, Fitzsimmons cited figures which show that wage increases are not the "Frankenstein monster" in relation to inflation they have been painted to be.

"Wage increases are needed to help pull the nation out of its economic slump," he said. "We need increased purchasing power for workers—wage increases above the level of climbing prices."

Fitzsimmons cited productivity figures from the Wall Street Journal which validate the argument that wages do not cause inflation.

In the future, Fitzsimmons sees an expanded schedule of fringe benefits in collective bargaining agreements providing for such personal services as group automobile insurance, group legal services, income tax services, and employer financial support for child day care centers in larger cities where more and more mothers are entering the work force.

Drivers Create Scholarship

BRANDYWINE
SCHOOL BUS
3
BRANDY
SCHOOLS

A couple of years ago, Roger Post, a member of Teamster Local 364 of South Bend, Ind., and a Brandywine school bus driver, came up with an idea for creating a scholarship for high school students with average grades. He and his fellow bus drivers, and mechanics began contributing money to a fund and now has awarded a $300 college grant to Diane Horak who is attending Northern Michigan University. Shown are Post and other Local 364 members who made the grant possible.

● Carolina Win

A majority of workers employed by King Sash and Door, Inc., of Kernersville, N.C., voted for representation by Teamster Local 391 of Greensboro, N.C., in a recent National Labor Relations Board election.

R. H. Hogan, Local 391 organizer, said 16 workers were eligible to vote. The ballot count was 10 for the union and six against.

Hogan said the bargaining unit includes machine operators, production workers and drivers. The company manufactures window sashes and doors.

Negotiating Committee

Shown here are negotiators for a recent 3-year agreement ratified by drivers of four major supermarket chains and all wholesale grocers in the Philadelphia area. Seated, from left to right, Ralph Brommer, president of food employers association and vice president of Acme Markets; Cal Gitomer, employer attorney; Charles Deusing, federal mediator; Bill Brown, Local 500 secretary-treasurer; Charles Amarosa, Local 500 president. Standing, left to right, Howard Haddoff, employer representative; and Bill O'Farrell, Local 500 vice president.

Pioneer Labor Lawyer Dies

SAM BASSETT, a pioneer in the field of labor law and a long-time representative of Teamsters in legal affairs in the West, died in Seattle, in January.

Bassett went to Seattle from Washington, D.C., as a young man, and his surviving law partners explain that:

"He was lured west not in search of fame or fortune, but rather because he had read in a socialist newspaper about George Vanderveer's defense of I.W.W. (Wobblies) members. At that time there was no AFL-CIO, nor was there a CIO. But there was a fledging trade union movement and Sam had, when he came west, a union button given to him personally by Samuel Gompers."

Bassett dedicated a law practice of more than 45 years to the labor movement. He shared the excitement of countless court victories and experienced the deep disappointment which follows the advocacy of a meritorious cause before a judge who thought more of property than people.

Because he refused always to permit a testimonial affair in his honor, his associates are establishing the Samuel B. Bassett Labor Relations Scholarship Fund in his honor. The fund will benefit college students, or law students, interested in working in the labor movement and who are in financial need.

● Technicians

Teamster Local 102 of Rockaway, N.J., recently was certified by the National Labor Relations Board as the bargaining agent for laboratory and instrument technicians employed at the Ballantine Brewery in Newark, N.J.

Safety Act Copies Available

Copies of the Occupational Safety and Health Act, scheduled to go into effect next April 28th, are available free to interested persons from any local office of the U.S. Department of Labor.

Copies also may be obtained by writing: Office of Information, U.S. Department of Labor, 1317 Filbert St., Philadelphia, Pa., 19107.

Living Costs Up

Prices Continue Climb While Buying Power Slips More

The year 1970 closed on a dismal note for the American worker.

Over the year, the cost of living went up 5.5 per cent, reaching a new high for the Consumers Price Index of 138.5. Between rising living costs and the slow down in the economy, the rank and file American worker ended the year worse off than he had been at the beginning and at his lowest level in terms of buying power since 1964.

The cost of living went up five-tenths of a point in December after having gone up only three-tenths in November. Almost every item went up instead of down or even holding the line. Price advances were registered for household and medical care, for food, houses, gasoline, new cars and services.

Despite the poor December showing, Nixon economists claimed that the inflation story wasn't as bad as it looked. They pointed to two facts:

1. The 1970 boost in living costs of 5.5 per cent was less than the 6.1 per cent increase during 1969 and;

2. The rate of inflation dropped from the six per cent level of the first six months of the year.

They placed less stress, however, on the other side of the story. During the two years of the Nixon Administration's "slow down" game plan both inflation and unemployment have gone up drastically.

During the last three years of the Johnson Administration the cost of living went up 3.3 per cent in 1966; 3.1 per cent in 1967 and 4.7 per cent during 1968 as compared with the Nixon years' increases to 6.1 per cent in 1969 and 5.5 per cent in 1970.

The final job figures for 1970 are not yet in, but the November figures told the grim story of a six per cent unemployment rate with 4,600,000 out of work. In poverty areas the jobless rate was 8.5 per cent.

Although conservative economists still insist on blaming "excessive" wage hikes for the continued inflation, the hard fact is that the average American worker has less buying power today than he has had in the past six years.

Labor Study Grads

Two members of Teamster Local 710 in Chicago, Ill., recently graduated from a labor studies program at the University of Illinois. Shown at graduation ceremonies are (left to right): Teamsters Hugh Corcoran and Sam Bongiovanni; Norman A. Parker, chancellor of the University of Illinois, and Stanley Johnson, president of the Illinois State AFL-CIO.

Supports Association

NLRB Finds Lynn Pacific Unlawful In Discharging Four Truckdrivers

The National Labor Relations Board has agreed with a trial examiner's ruling that the Lynn Pacific Corporation violated the National Labor Relations Act by discharging four truckdrivers in order to discourage membership in Teamsters Local 468, Oakland, California, and by recognizing the Lynn Pacific Drivers Association.

In the spring of 1969, Lynn Boomershine, company president, learned of union activity among his employees and then took immediate and forceful illegal steps to discourage union organization among the drivers. He made several threats to close down his business and sell his trucks. He told the drivers he could not afford to pay union wages. The president interrogated employees and attempted to influence a forthcoming election by giving employees money gratuities, holding a special breakfast meeting and holding out the prospect of increased benefits if employees voted against the Teamsters. It was also found that he negotiated with the employees' association and indicated he was aware he was breaking the law in this respect.

Action Against Drivers

The examiner further found that Boomershine, within two weeks after the election, unlawfully began to eliminate four drivers who he knew executed union authorization cards and had supported the Teamsters.

As to the Lynn Pacific Drivers Association, the examiner found the employer encouraged employees to form the association, participated in negotiating sessions with it and executed an agreement with it, all in violation of the labor relations act.

The board ordered the company to cease the unlawful conduct, offer the four employees reinstatement and make them whole for losses suffered, and withdraw recognition from the drivers association.

● Ohio Victory

Truck drivers employed by Continental Oil Co., in Aurora, Ohio, voted for representation by Teamster Local 407 in a recent National Labor Relations Board election.

Thomas E. Lee, Local 407 secretary-treasurer, said 17 drivers were eligible to ballot. The vote was nine to four in favor of the union.

Lee said the company delivers plastic pipe and fittings from Carlon Products Co., a division of Conoco.

Local 407 also won an NLRB ballot for drivers employed by Prime Metal, Inc., of Cleveland, Ohio.

● Reinstatement

Teamster Local 8 of State College, Pa., recently won an arbitration case in favor of Grover A. Beck, a member employed in maintenance and operations at Pennsylvania State University for 25 years.

Leroy M. Burd, Local 8 secretary-treasurer, said Beck was discharged last August. The award, made in January, ordered reinstatement and full backpay along with all benefits.

ATA Fights For Pollution Elimination

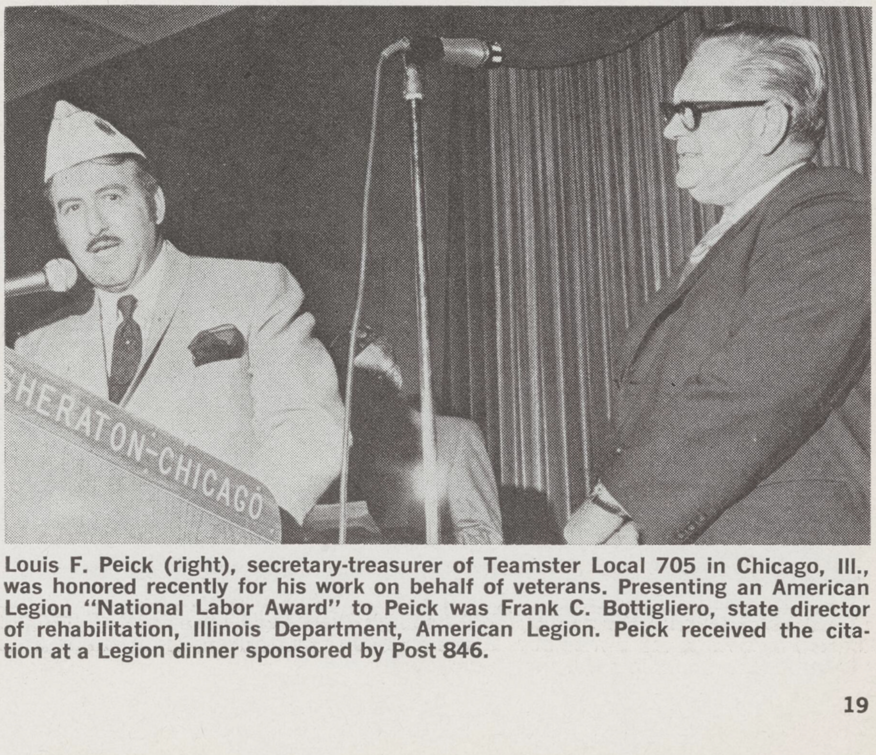
The American Trucking Associations has gone on record with a firm commitment to "fully support sound laws, regulation and enforcement" directed to reduction of pollutants, noise and wastes detrimental to the environment.

A statement of policy recommended by the ATA Committee on Ecology was unanimously adopted by the executive committee at its winter meeting in Washington.

Walter F. Carey, ATA senior vice president and chairman of the committee stated that "organized trucking industry as represented by ATA commits itself to maximum practical reduction of pollutants, noise and wastes detrimental to the environment, resulting from its vehicles and operations."

The ATA urged all truck owners and operators to observe whatever operational practices are feasible to bring the greatest possible environment betterment with presently existing equipment. The committee emphasized that "maintenance procedures should reflect sincere determination to reduce emission of smoke and gases. Practical devices and equipment that will contribute to pollutant reduction should be readily accepted and adopted. Emphasis should be placed on training of employees to reflect the best environmental behavior."

Legion Honors Peick



Louis F. Peick (right), secretary-treasurer of Teamster Local 705 in Chicago, Ill., was honored recently for his work on behalf of veterans. Presenting an American Legion "National Labor Award" to Peick was Frank C. Bottigliero, state director of rehabilitation, Illinois Department, American Legion. Peick received the citation at a Legion dinner sponsored by Post 846.

Outstanding Record

Teamster-Coached Gridders Are All-Around Champions

The Somerdale Chargers, champion 100-pound gridders, are shown in their official team photo. Teamster Jim Reamer of Local 676 coaches the squad that has a .770 record over an 8-year period.

The Somerdale Chargers, a 100-pound team coached by a Teamster, not only won the South Jersey Midgets Football League championship last season but went on to defeat the West Palm Beach Panthers in the Junior Orange Blossom Classic.

Jim Reamer, a shop steward for Teamster Local 676 in Collingswood, N.J., and a road driver for the R.C.A. Corp., somehow managed to find time to tutor the Chargers to their sensational record.

The Chargers' 1970 record was 11 wins without a loss. They racked up 339 points while holding the opposition to 18 points. Overall, the Chargers gained more than 3,000 yards and held their opponents to a total of 222 yards in the 11 games.

Over an 8-year period, Reamer's teams have compiled a record of 75 wins, 21 losses and 4 ties. Reamer's assistant coach is William Magee, a member of Teamster Local 470 in Philadelphia, Pa.

Hospital Drive

T.R. Cozza (left), president of Teamster Local 211 in Pittsburgh, Pa., and Michael Tynan, circulation manager for the Pittsburgh Press, add up a total of $14,232 raised by newspaper carrier boys and circulation truck drivers in an annual campaign to help Children's Hospital in Pittsburgh.

Wage Floor Moves Up To $1.60

The federal minimum wage for certain retail, service and institutional work automatically moved up from $1.45 an hour to $1.60 an hour effective last February 1st.

Gaining the new minimum wage rate were workers who were brought under the protection of the Fair Labor Standards Act by the 1966 amendments.

The rate applies to most workers in retail trades; to both public and private schools, colleges and universities; in hospitals and nursing homes; restaurants, hotels and motels, and in laundries and dry cleaning firms.

The 1966 amendments also provided that for other than farm workers, all covered workers engaged in interstate commerce must be paid at least $1.60 an hour.

Additional information about the minimum wage and related laws may be obtained by writing to: The Wage-Hour Division, Room 1524, 1015 Chestnut St., Philadelphia, Pa., 19107.

Airline Organized In the West

In a combined organizing drive by the Teamster Airline Division and Teamster Local 2707, cargo workers and ticket agents of Pacific Southwest Airlines have voted by an overwhelming margin for membership in the Teamsters.

The airline has been in business since 1946, and the Teamster victory was the first successful organizing effort among its employees.

The unit currently embraces more than 600 of Pacific Southwest Airlines employees.

● Chicago Win

Teamster Local 726 of Chicago, Ill., recently won a National Labor Relations Board representation election among employees of the National Accelerator Laboratory which is operated by the University's Research Assn., Inc., for the U.S. Atomic Energy Commission.

David D. Sark, Local 726 recording secretary, said of 31 truck drivers, warehousemen and material service clerks eligible to ballot, some 21 voted for the union and 10 were against.

JOHN B. McGINLEY, C.P.A. (1927-1955)
LEO F. McGINLEY, C.P.A.
WILLIAM P. ROCHE, C.P.A.
WHITFIELD E. MALLORY, C.P.A.
MEMBERS OF AMERICAN INSTITUTE
OF CERTIFIED PUBLIC ACCOUNTANTS

McGINLEY & ROCHE
CERTIFIED PUBLIC ACCOUNTANTS

VAN NESS CENTRE
4301 CONNECTICUT AVENUE, N.W.
WASHINGTON, D. C. 20008

February 19, 1971

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington, D. C. 20001

Gentlemen:

We have examined the consolidated fund balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND
TEAMSTERS' INTERNATIONAL, INC.

as of December 31, 1970, and the related statement of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the referred to consolidated fund balance sheet and statements of income and expenses present fairly the financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, at December 31, 1970, and the results of its operations for the period indicated, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Respectfully submitted,

McGINLEY & ROCHE

McGinley & Roche
Certified Public Accountants.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION
AND TEAMSTERS' INTERNATIONAL, INC.
GENERAL FUND CONSOLIDATED BALANCE SHEET AS OF DECEMBER 31, 1970

ASSETS

Cash			
Checking Accounts	$ 189,423.33		
Savings Accounts	958,594.88		
Time Deposit Accounts	4,550,000.00		
Office Funds	750.00	$ 5,698,768.21	
Deduct: Reserve for Foreign Exchange (Canadian)		13,915.12	$ 5,684,853.09
Accounts Receivable			
Affiliated and Allied Organizations		704,100.70	
Others		197.12	704,297.82
Inventories—Cost or Market Value			
Local Union Supplies			218,583.60
Investments—Book Value			11,433,684.52
Accrued Interest Receivable			248,575.52
Deposits			
Local Union Supplies and Equipment		64,401.37	
Other		15,254.82	79,656.19
Deferred Charges to Future Operations			
Prepaid Insurance, Bonds and Other			71,356.98
Fixed Assets			
Real Estate		4,509,551.22	
Furniture and Furnishings		169,578.04	
Equipment		93,600.25	
Automobiles		25,508.51	4,798,238.02
Total Assets			$23,239,245.74

LIABILITIES AND NET WORTH

Accounts Payable		
Trade Creditors	$ 512,523.73	
Affiliates	40,580.93	
Defense Fund	40,030.80	
The Teamster Affiliates Pension Fund	43,777.86	
Alliance for Labor Action	194,809.10	
Employees' Taxes and Other Deductions	77,261.12	$ 908,983.54
Accruals		
Salaries, Wages and Expenses	5,335.49	
Payroll Taxes	7,284.73	12,620.22
Total Liabilities		921,603.76
Net Worth		
Balance January 1, 1970	21,668,493.49	
Add:		
Excess of Income over Expenses for the Year Ended December 31, 1970	649,148.49	22,317,641.98
Total Liabilities and Net Worth		$23,239,245.74

This Balance Sheet is subject to commitments and contingent liabilities in the amount of $1,757,854.83, $212,250.00 representing a judgment being appealed; $1,028,714.44, the balance on aircraft lease for the subsequent seventy-two (72) months; $120,006.87, the balance on real estate lease for the subsequent one hundred and six (106) months, and $396,883.52 committed for the uncompleted remodeling of the headquarters building.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION, AND TEAMSTERS' INTERNATIONAL, INC. STATEMENT OF GENERAL FUND CONSOLIDATED INCOME AND EXPENSES FOR THE YEAR ENDED DECEMBER 31, 1970

Operating Income			
Fees			
Per Capita		$32,936,575.00	
Initiations		1,143,692.50	
Organizational		175.00	$34,080,442.50
Other Income			
Sales of Supplies		133,677.78	
Reimbursement		43,758.78	
Miscellaneous		332.50	177,769.06
Gross Operating Income			34,258,211.56
Deduct:			
Operating Expenses			
Defense Fund		8,762,400.80	
Per Capita to Affiliates		1,173,013.55	
Federation of Chemical and General Workers Unions		27,720.00	
Donations to Subordinate Organizations		261,430.83	
Organizing Campaign Expenses		1,862,871.20	
National Master Freight Agreement		397,796.98	
Supplies Purchased for Resale		77,172.29	
The Teamster Affiliates Pension Fund		9,203,834.28	
Magazine "International Teamster"		1,493,885.65	
Legal Fees and Expenses		308,165.68	
Judgments, Suits and Settlements		140,000.00	
Retirement and Family Protection Plan		1,173,327.00	
Appeals and Hearings		32,824.84	
Officers', Organizers' and Auditors' Salaries		1,695,870.22	
Officers', Organizers' and Auditors' Expenses		835,609.92	
Staff Salaries		817,411.82	
Staff Expenses		26,611.43	
Printing and Stationery		105,036.30	
Postage		30,514.88	
Telephone and Telegraph		122,812.46	
Express and Cartage		12,381.77	
Office Rent		16,800.00	
Office Supplies and Expenses		165,045.30	
Office Furniture and Equipment Expense		10,456.81	
Auditing Expenses		7,970.82	
Bonds and Insurance		35,156.54	
Building and Occupancy Expense			
Custody		16,512.16	
Maintenance, Supplies and Service		312,080.95	
Supervision and General Expense		38,997.98	
Cafeteria and Kitchen		136,507.15	
Depreciation, Building		101,208.11	
Insurance, Building		7,381.18	
Taxes, Real Estate		86,453.80	
General Executive Board Meeting Expense		59,327.28	
General Executive Board Authorizations		1,576,796.78	
Donations to Public Causes		30,100.00	
James R. Hoffa Scholarship Fund		62,039.01	
San Francisco Office		5,890.86	
Portland Office		2,151.21	
Pittsburgh Office		5,112.72	
Seattle Office		8,000.00	
Vancouver Office		2,597.58	
Public Relations		347,395.72	
Taxes, Personal Property and Others		20,056.68	
Taxes, Social Security		159,726.28	
Departmental and Divisional Expense		1,639,082.00	
Auto Repair and Maintenance		16,235.59	
Aircraft Operation		404,657.71	
Depreciation and Amortization		60,377.71	
Health and Welfare		65,148.08	
Participation in Labor Movement Causes		100,000.00	
Alliance for Labor Action		3,974.20	
Labor Institute		549,790.00	
Convention Expense		696.00	34,614,418.11
Net Loss from Operations			(356,206.55)
Add:			
Other Income			
Financial Income—Net			
Income			
Interest on Investments	$934,275.11		
Discount on Investments	51,979.69		
Gain—Sales of Securities	2,946.20		
Net Income—Teamsters' International, Inc.	2,454.03	991,655.03	
Expenses			
Service Charges	24,336.32		
Other	122.02	24,458.34	967,196.69
			610,990.14
Defunct Affiliates Funds		3,217.94	
Other		32.47	
Provision for Foreign Exchange (Canadian)		34,907.94	38,158.35
Excess of Income over Expenses for the Year Ended December 31, 1970			$649,148.49

Note: ( ) denotes loss.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
DEFENSE FUND
BALANCE SHEET AS OF DECEMBER 31, 1970

ASSETS

Cash			
Checking Accounts	$ 99,995.99		
Savings Accounts	630,449.97		
Time Deposit Accounts	8,050,000.00	$ 8,780,445.96	
Deduct: Reserve for Foreign Exchange (Canadian)		10,354.03	$ 8,770,091.93
Accounts Receivable			
General Fund		40,030.80	
Other		7,813.70	47,844.50
Investments			
Securities—Book Value		29,228,619.98	
Deposits—Real Estate Purchase		25,000,000.00	54,228,619.98
Accrued Interest and Rent Receivable			1,137,787.74
Total Assets			$64,184,344.15

NET WORTH

Net Worth		
Balance January 1, 1970	$59,435,503.29	
Add:		
Excess of Income over Benefits for the Year Ended December 31, 1970	4,748.840.86	$64,184,344.15
Total Net Worth		$64,184,344.15

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
DEFENSE FUND
STATEMENT OF INCOME AND BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 1970

Income			
Per Capita—General Fund			$ 8,762,400.80
Financial Income—Net			
Income			
Interest on Investments	$ 3,572,857.74		
Discount on Investments	288,517.09		
Premium on Investments	(1,452.48)		
Gain—Sales of Securities	881,618.41		
Rent—Leased Real Estate	182,222.22	$ 4,923,762.98	
Deduct:			
Expenses			
Service Charges		118.70	4,923.644.28
Total Per Capita and Financial Income			13,686,045.08
Add:			
Provision for Foreign Exchange (Canadian)			109,615.78
			13,795,660.86
Deduct:			
Benefits			
Out-of-Work Benefits			9,046 820.00
Excess of Income over Benefits for the Year Ended December 31, 1970			$ 4,748,840.86

Note: ( ) denotes deduction.

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

DRIVE REPORT

Congress Shaken By Reform Rumblings

Some Friends, But

Federal Congress Dominated By Former Businessmen

Organized labor works hard to elect its friends to office but only a few full-time union leaders are actually elected to Congress.

In fact, the number of union officials is usually only a tiny bit better than the number of ministers or scientists. And they are about equal to a doctor's chances.

In the new 92nd Congress three members of the House of Representatives describe themselves as union leaders: Rep. Joseph Karth (D-Minn.) of the Oil, Chemical and Atomic Workers; Rep. William Clay (D-Mo.) of AFSCME and the Laborers and Rep. Joseph Minish (D-N.J.) of IUE.

There are a number of former trade union leaders—such as Rep. John Dent (D-Pa.) and Rep. Charles Carney (D-Ohio)—who had extensive trade union experience but list other major occupations.

In the Senate of the 92nd Congress there are no members who list their occupation as labor leader.

In the previous Congress there were also three labor leaders, and all three in the House. The 90th Congress (1967) was a low point, with only two members of the House coming from the ranks of labor.

The 88th and 89th Congress, which convened in 1963 and 1965, were the decade's high point with three Representatives and one Senator listing themselves as former labor leaders.

If you're determined to be elected to Congress your best bet is to be a lawyer, businessman or banker

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Speaker

Josephine Hoffa, president of National DRIVE Ladies Auxiliaries, will speak to Local 85 pensioners this month on the importance of retirees participating in the legislative and political process.

Legislative Agent Dies In California

Thomas L. Harris, who retired late last year after serving for 10 years as an important part of the Teamster Legislative Council in California, died recently.

Harris was regarded as a foremost authority on California's complex unemployment insurance laws.

Current Ire May Lead to Future Reform

The last major revolution against the rules and procedures of the House of Representatives took place in 1910 when the powers of Speaker Joseph (Uncle Joe) Cannon (R-Ill.) were pretty effectively muted.

Hopes of Congressional liberals of both parties for a new shakeup in the 92nd Congress apparently are not going to be realized, but the rumblings that could lead to a future groundswell are there.

We've had rumblings that led to change before.

Immediately after the Civil War, for example, one-party Republican rule dominated the Congress. By 1875 when the Democrats took control of the House—but not the Senate—there developed a total lack of leadership in the Congress and in the Executive Branch.

This 15-year vacuum led to a dramatic assumption of power by Speaker Thomas B. Reed (R-Me.) in 1889. As Speaker, he was also chairman of the Rules Committee with power to name committees and chairmen of the committees and even to recognize or not recognize members on the floor.

"Reed Rules," which were also followed by Democratic Speakers, were established for the purpose of giving direction in the House and a degree of party responsibility that had been lacking. It did make the House a more effective body.

At the same time, these rules also made it possible for a heavyhanded dictator to emerge. He did in Joe Cannon. Insurgent Republicans joined with Democrats to find ways to curb the power of the Speaker, who had

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Reform Rumblings

(Continued from page 25)

the power to frustrate the entire Nation.

In 1909, in a series of close procedural votes, reformers did win some minor skirmishes. In 1910 Rep. George Norris (R-Nebr.) succeeded in winning adoption of a resolution which provided that members of the Rules Committee would be elected and the Speaker would not be a member of it.

There were further liberalizations of the rules, too, but one by-product of the revolt was to make seniority a more dominant factor in the make-up of the House.

Today, seniority seems to be the biggest single issue in Congressional reform. Efforts of Democrats in this Congress to restrict the age and tenure of committee chairmen did not win approval of the House Democratic Caucus.

The seriousness of age as the sole factor in determining committee chairmanships appears to have grown through the years. At the time of the Cannon revolt, the average age of committee chairmen was 50.

The House Democratic Study Group shows how this average age of chairmen has risen over the last 50 years:

Decade	Average Age Of Chairmen
1911-20	52.0
1921-30	55.5
1931-40	54.2
1941-50	59.4
1951-60	63.1
1961-70	65.9

The average tenure of committee chairmen in the House has risen, too, from 1.4 years in 1911-1920 to 7.5 years in the 1960's. The increase from 4.0 years in the 1950's to 7.5 in the 1960's was the most startling rise.

Rep. John McMillan (D-S.C.), as the most extreme example, has chaired the House District Committee for a quarter of a century. This year, for the first time, his own committee curbed some of his powers.

The House Democratic Caucus, while not fundamentally restricting the seniority rule this year, made these changes:

- The chairman of a full committee cannot be the chairman of more than one subcommittee of that committee.
- No member can be chairman of more than one legislative subcommittee, and
- No member can be a member of more than two committees with legislative jurisdiction.

The revisions affected 16 Democratic members of the House of whom ten could be classified as liberals.

The House Republican Conference took more decisive steps in making their rules more democratic. Of course, the Republicans had less at stake in voting only for minority rankings on each committee.

Under the Republican procedure, the post of ranking Republican on each committee will be elected by vote, not merely seniority. If Republicans gained control of the House, the system would apply to selection of committee chairmen.

The procedure, while a vast improvement, isn't all that democratic. The Republican Committee on Committees will nominate a member to be the ranking GOP member on each committee, not necessarily on the basis of seniority.

The Republican Conference would then vote separately by secret ballot on each nomination. If the nomination was rejected, the Committee on Committees would submit another nomination. The Committee is comprised of one Representative from each state that has Republican members.

While neither the Democratic nor the Republican actions could be characterized as even mildly revolutionary, without question, there are rumblings.

Businessmen Dominate

(Continued from page 25)

before you make your bid. Lawyers have led the list of occupations in Congress as far back as anyone can remember, probably to George Washington's time. In the present Congress there are 301 lawyers, only nine fewer than in the Congress that functioned from 1969-1971. Almost two-thirds of the present Senate—a total of 65 members—came to Congress from the bench and bar. In the House 236 members are attorneys.

The number of Congressmen from business and banking is even more interesting from labor's point of view. In the Senate this year the number of bankers and businessmen reached nearly an all-time high of 27; exceeded only by the 31 elected to the 87th Congress that convened in 1961.

To provide an idea of the men who write our laws and pass on the Nation's labor legislation, here are the numbers of bankers and businessmen in the last six Congresses:

1971	172
1969	184
1967	184
1965	181
1963	157
1961	165

A pro-labor Representative, reviewing these figures, had this comment: "The category divisions between businessmen-bankers on the one hand and lawyers on the other can be completely misleading. Probably the majority—if not nearly all—of lawyers in Congress are also businessmen or in the banking business and frequently they are both. Therefore when you talk about the occupations of the 535 members of Congress you'd be safe in saying—in the present Congress, for example—that close to 400 members are connected with business and banking. In other words, nearly four-fifths of all members of Congress have banking or business backgrounds.

Newspapermen saw their star rising in Congress in the mid-1960s but since then their number has declined. In 1965, in President John F. Kennedy's administration, the number of journalists climbed to an all-time record of 53, with 43 in the House and 10 in the Senate.

Ten years ago, in 1961, 10 Senators and 36 Representatives gave their occupations as newspapermen; in the last Congress, which convened in 1969, 47 members considered themselves journalists, 39 in the House and eight in the Senate.

In the present 92nd Congress, however, journalists have hit a record low for the decade. Only 37 members of Congress—30 in the House and seven in the Senate—term themselves newspapermen. (The seven in the Senate could be almost a captive audience for the antipress tirades of their presiding officer, Vice President Agnew.)

The newspapermen in Congress have one consolation. At least they're doing no worse than the farmers. In 1963 there were 61 farmers in Congress and in 1965 a total of 62, but this year the number skidded to 49.

New Director

David Sweeney Named to Head Legislative, DRIVE Departments

DAVID SWEENEY, long active in Teamster legislative and political activities in the Western Conference of Teamsters has been appointed International Union legislative and DRIVE director.

Teamster General Vice President Frank E. Fitzsimmons made the appointment upon the resignation of Carlos Moore, who resigned to move his family to a warmer climate for health reasons.

Sweeney, a graduate of St. Martins, in Olympia, Washington, in 1951, went to work for the Western Conference of Teamsters in 1955 as an organizer. Previous to employment by the Western Conference, he had worked at the craft driving both gasoline and laundry trucks.

While in the Olympia area, he served two terms as president of the central labor council.

From 1955 to 1964, he served an assignment in Denver as a conference organizer, and was actively at work in politics and legislation of particular interest to Teamsters in the area.

In 1964, Sweeney went to Washington State as legislative representative for Joint Council 28 in Seattle.

In 1968, he was assigned to Western Conference of Teamsters headquarters in Burlingame, California, with conference-wide responsibility in the field of politics and legislation. He served in that capacity until tapped by Fitzsimmons for the International Union position.

David Sweeney

The 43-year old Sweeney is married, and he and his wife, Mary Alice, have five children, three girls and two boys, of junior high and elementary school age. He was born December 29, 1927, in Tacoma, Washington.

Of the new assignment, Sweeney said he looks upon it as a challenge which can be met in a low-key manner, which will bolster DRIVE activities and give the Teamster position on Capitol Hill new dimensions.

During 1970

Congress Secrecy Gains In Committee Hearings

Congressional committees held more closed meetings in 1970 than in any year since the *Congressional Quarterly,* a private reporting publication, began keeping records on the subject in 1953.

Forty-one per cent of all congressional committee meetings were behind closed doors last year as 4,506 meetings were totaled. There were 1,865 closed meetings.

As in the past, House committees had the highest percentage of closed meetings—48 per cent of the total. Senate committees barred the public from 33 per cent of their meetings.

Joint congressional committees continued to keep most of their meetings open to the public as only 17 of 102 such meetings were held in executive session last year.

Committees scoring exceptionally high in secrecy surrounding their deliberations, included:

—The Senate Armed Services Committee which held 78 per cent of its meetings behind closed doors.

—The House Agriculture Committee, 76 per cent.

—House Ways and Means Committee, 70 per cent.

Fitzsimmons To Testify On Health

As *The International Teamster* went to press, General Vice President Frank E. Fitzsimmons was scheduled to give testimony before a subcommittee on health of the Senate Labor and Public Welfare Committee.

The Senate panel slated hearings to begin March 1st on the proposed Health Security Act.

A complete report of Fitzsimmons' testimony will appear in the April issue of *The International Teamster*.

Governorships At Stake In 2 States

This year, 1971, may be an off-year politically but almost every election that does take place will be politically charged for 1972.

Two governorships are at stake this year — Kentucky and Mississippi — only in the Bluegrass State will we get a feel of the political wins. Republican Governor Louie Nunn cannot succeed himself and two moderate Democrats have their eye on the Frankfort post.

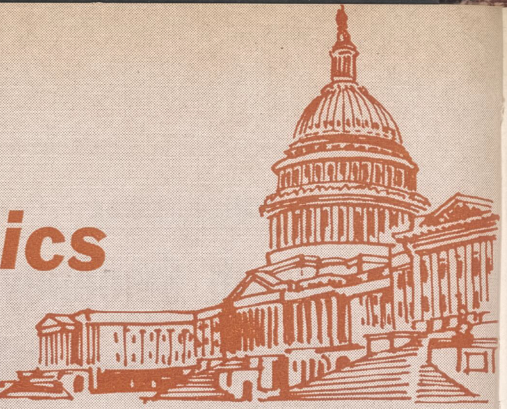
In addition to Kentucky and Mississippi, New Jersey and Virginia will elect their state legislatures. Republicans control the New Jersey legislature and the outcome there could be politically sensitive.

Important races for mayor will take place in Baltimore, Boston, Chicago, Cleveland, Dallas, Denver, Gary, Philadelphia and San Francisco as well as other major cities.

Altogether, about 750 cities with more than 150,000 population will be holding municipal elections in 1971.

Special elections will be held for House seats in the 1st District of Maryland and in the 1st District of South Carolina.

SPOTLIGHT ON Legislation and Politics



- Nixon's Reorganization

President Nixon's plan for a reorganization of the executive branch of government, as spelled out in his State of the Union address, is getting a cool reception—particularly in Congress and in trade union circles. Under the Nixon proposal, seven cabinet-level departments—Labor, Commerce, HEW, HUD, Transportation, Interior and Agriculture—would be reestablished into four mammoth departments. The opponents of the Nixon proposals, however, are saying his plan would make government even more bureaucratic and even more remote from the people.

- Public Service Jobs

Senate liberals, still smarting over President Nixon's veto of the public service job bill at the end of the 91st Congress, are pushing a new bill that would create up to 200,000 new jobs. The measure, the Emergency Employment Act, is being co-sponsored by 20 Democrats and 10 Republicans including Minority Leader Hugh Scott of Pennsylvania. Senators Gaylord Nelson (D-Wisc.) and Jacob Javits (R-N.Y.) are the principal sponsors. The bill differs from the vetoed comprehensive manpower training bill in that it deals only with public service employment, providing jobs to unemployed and underemployed.

- Passports

The State Department says it plans to start issuing passports through selected post offices across the nation by the end of this year. The residents of Houston, Detroit and eight cities in Connecticut were able to apply for passports at post offices in a test program last year. The department's Bureau of Security and Consular Affairs said that "it now seems likely that the use of post offices to accept passport applications will be expanded nationwide to some 500 cities by the end of 1971 and ultimately to some 4,000 first-class post offices."

- Health

President Nixon proposed a six-point, low-budgeted package of health-care proposals to insure adequate medical care for all American families through a vast expansion of private insurance reorganization of the medical care system. In a 17-page message to Congress, Nixon offered a comprehensive alternative to Democratic proposals for national health insurance by emphasizing federally stimulated reforms of the current medical care program.

- Wiretap Rights

Defending the administration's claim of an inherent presidential right to wiretap dissident domestic groups, Deputy Attorney General Richard G. Kleindienst maintains there is no difference between Americans and foreigners if their aim is to destroy the government. Kleindienst stressed he was talking, not about free speech, but about "conduct inimical to our free institutions."

- Oil Prices

President Nixon's 10-week-old plan to roll back domestic oil prices has not yet worked and has little prospect of working in the months ahead, officials concede. The most optimistic argue that the price of crude oil, raised 25 cents a barrel last fall, might drop this summer. But other government experts contend that consumers will get no relief unless the federal and state curbs on supplies are relaxed further.

- Drugs

Legislation that would direct the U.S. delegation to the UN to seek an international program for the control of drug traffic was introduced by Senator Robert W. Packwood, (R.-Ore.). The legislation would place Congress on record in favor of "effective multilateral undertakings aimed at the eradication of illegal production and illegal international traffic of narcotics and dangerous drugs." It also calls for the U.S. Government to favor cooperating nations in the distribution of foreign aid.

- Food Chemicals

Food industry leaders have bluntly told the Food and Drug Administration that they reserve the right to add chemicals and other substances to foods without even advising the government. One group, the Food and Drug Law Institute, used the word "myth" to describe the public impression that the FDA's list of safe food substances includes all the chemicals added to the American food supply.

- Pollution Message

President Nixon asked Congress for new controls to clean up the nation's air and water, to cut down on noise and to end the indiscriminate use of pesticides and toxic substances and the dumping of wastes into the ocean. In an 18-page message on the environment, he called for a national land-use policy that would involve the federal, state and local governments in a new cooperative effort to regulate uses of land. Specifically, the President proposed to tax the sulfur content of fuel and the lead in gasoline to provide "strong economic stimulus" for drastic reductions in two air pollutants considered health hazards.

For Your Information

● Food and Wages

Food costs increased as fast as wages last year, according to the Agriculture Department, catching up with them for the first time in 12 years.

Take-home pay and food costs both increased 5.5 per cent during 1970. Sixteen cents of each dollar went into food bills—the same cost per dollar as in 1969.

The Agriculture Department expects food costs will continue to rise during 1971 but at a slower rate, perhaps between two and three per cent.

The nation's food bill is expected to total around $121 billion this year compared with $114.3 billion in 1970.

● Car Repair Cost

The American Mutual Insurance Alliance, which represents more than 100 companies that insure autos, says the average auto repair claim has soared from $131 in 1960 to $276 today—an increase of 111 per cent.

The alliance said the findings were not based on actual crash tests of select autos but rather on appraiser estimates of repairing damage to cars.

● Consumer Debt

Consumer installment debt increased slightly in December, 1970, after declining for two straight months, according to the Federal Reserve Board.

Total consumer debt outstanding at the end of the year was more than $126.8 billion, a gain of more than $4 billion over the same time a year earlier.

Consumer installment debt for the fourth quarter of 1970 declined an average of $121 million a month and was the sharpest quarterly drop since the first quarter of 1943 when credit controls were in effect during World War II.

● Auto Dealers Shrink

Automotive News, trade publication, reported recently that car dealers selling new cars made in the United States are becoming more scarce.

Dealers of U.S.-made cars shrank by 955 last year to a total of 26,115. *Automotive News* attributed the drop in dealerships to lack of profits.

All four of the major U.S. car manufacturers lost dealers in 1971 with Chrysler sustaining the biggest decline of 378 or 6.3 per cent of its outlets.

● Judge Salaries

Most states have increased the salaries of their judges in recent years but there are still some jurists making as little as $1,800 a year, according to a survey by the American Judicature Society.

Top salary for judges was found to be $45,000 in New Jersey, while Mississippi and Wyoming ranked among the lowest with tops of $19,000. New York's judges were the third high in pay at $42,000.

Since 1968, the pay for judges at the general trial level has increased 11.8 per cent to an average of $23,345.

● Divorce Rate Increases

The divorce rate increased sharply in the United States during the 1960's, according to the Census Bureau.

Based on a survey of 50,000 married couples, the bureau found there were 47 divorces for every 1,000 couples in 1970. The increase was 33 per cent over 1960 when there were 35 divorces for each 1,000 couples.

The study also revealed that the divorce rate was higher in metropolitan areas than in rural sections of the country.

● Cold Weather

A record low temperature for the United States was set recently at Prospect Creek, Alaska, when the mercury dropped to 79 degrees below Fahrenheit.

The cold temperature broke the previous mark of 76-below at a point near Fairbanks, Alaska. Fairbanks has been going through one of the coldest winters it has ever experienced with the temperature failing to rise over 40-below for nearly three weeks at one point.

● Management Evaluation

Many employers fail to properly evaluate the investment they have in the work force that keeps their plant or business going, according to research by William C. Pyle of the University of Michigan.

"Our studies," said Pyle who heads a program in human resource accounting, "indicate that organizations frequently underestimate the magnitude of their investment in an effective work force."

He continued: "Because the magnitude of this investment is typically underestimated, human assets are often written off too quickly . . ."

● 3-Day Work Week

While some employers have been moving cautiously into the 4-day work week, some service industries have already moved to the 3-day work week in which employees work 12 hours a day.

Nearly 500 of the employees in the data processing operations room of Metropolitan Life Insurance Co., of New York have been on a 3-day work week for 18 months. Mutual of New York has its console operators on a 3-day week.

Manufacturers also are on the 3-day week or nearing it. Meisel Photochrome Co., with plants in Dallas and Atlanta, has a 3½-day week for production workers and a 4-day week for office staff.

Marchem Resources, Inc., a Houston manufacturer of film-lubricating bearings and mechanical seals for petroleum, has its production workers on a 3-day week, 12 hours a day, with all being paid for 40 hours.

● Reference Shift

The Bureau of Labor Statistics, which has been comparing prices and other factors in the economy with those that prevailed in the 1957-59 period to determine its "indexes," now is going to use the year 1967 as its new base period.

The new base was set up by the U.S. Office of Management and Budget in line with longstanding policy that index bases should be updated periodically.

Inasmuch as prices changed between the 1957-59 base and the new 1967 base, the index will change as follows: January 1971 index on the 1957-59 base was 131.8; on the 1967 base, it will drop to 113.3. The percentage increase, however, remains the same —21 per cent.

● Poverty Level

A non-farm family of four living in the United States is poverty-stricken if its annual income is $3,800 or less, according to the new poverty level set by the Labor Department.

The poverty level was increased about $200 over the previous year after adjustments in line with increased living costs as a guide in determining eligibility for manpower programs aimed at improving the employability of the poor.

Other new poverty levels by income for various non-farm family sizes are: 7-person family, $5,600; 6-person family, $5,000; 5-person family, $4,400; 3-person family, $3,100; 2-person family, $2,500, and single persons, $1,900.

● Airport Fire Safety

There is absolutely no fire-fighting equipment at 129 of the 488 airports served by air carriers in the United States, according to the 1971 Air Line Pilots Association.

ALPA conducted a survey of facilities recently and found that of the 129 airports without fire-fighting equipment, 15 serve either 3-engine or 2-engine jets. The other 114 airports receive piston and turboprop service.

● Cyclamates Go Overseas

Some manufacturers were caught with large stocks of suddenly illegal food products last year when the U.S. banned all sales of foodstuffs containing cyclamates.

At first the manufacturers asked the government for permission to give the food products containing the artificial sweetener to starving foreign refugees. The State Department turned thumbs down on this idea.

But at least one company—Libby, McNeill & Libby—found a way to lessen the impact of the cyclamate ban imposed by the Food and Drug Administration. In the 16 months since the ban was first announced, the company has sold 300,000 cases of cyclamate-sweetened canned fruit to customers in Europe, the Far East and the Caribbean.

● Communists Lag

The general secretary of the American Communist Party has revealed that it is not as efficient and sinister as it is sometimes believed to be.

Gus Hall, general secretary, summarized a report in the Party's publication with the remark that the Party leadership had been guilty of "slowness," "impermissable foot-dragging," "ineptness," "lack of responsiveness," and "sluggishness in the leadership of our Party."

● Credit Card Protection

Under a new federal law now in effect, if your credit card is lost or stolen you no longer are responsible for more than $50 of unauthorized charges that might be made on it—even if you never reported the card loss.

If you report the loss of the credit card, you won't be responsible for any unauthorized charges at all. Notification starts as of the date you mail or cable the loss of the card—not when the company received the notification.

● Federal Protection

Anyone who assaults or kills a Department of Labor employee while he is engaged in investigative or enforcement duties is now subject to federal prosecution.

The new protection was included in the Occupational Safety and Health Act signed recently by President Nixon. The coverage applies not only to employees performing duties under the Safety and Health Act, but also to others who do the same general type of work for the agency.

While parts of the staffs of about 20 government agencies have enjoyed federal protection against physical violence for many years, Labor Department employees have been an exception.

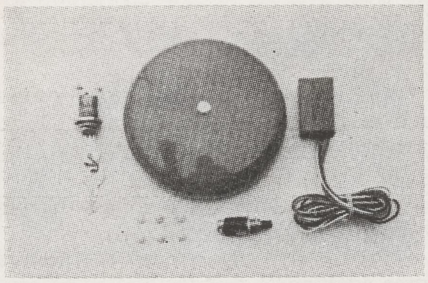
● Mutual Interest

Assistant Secretary of Labor Jerome M. Rosow said recently there are several areas in which labor and management should search for solutions that would be to the "constructive interest" of both workers and employers.

He cited organization of work, advancement opportunities, incentive systems, supervisory training, job safety and health, employee thrift plans, pension systems and job conditions for wives.

WHAT'S NEW

Theft Alarm



Auto owners can install low cost theft protection in their automobiles with this alarm device and a minimum of installation time.

The device features a loud six inch bell alarm, preset wiring and a key operated lock switch.

One system mounts on any passenger vehicle, motorcycle, camper, small truck, mobile home or even a garage door. A larger alarm is available for larger vehicles.

According to the manufacturer, the mounting instructions are supplied with the kit and the device can be installed by anyone.

●

Light Safety

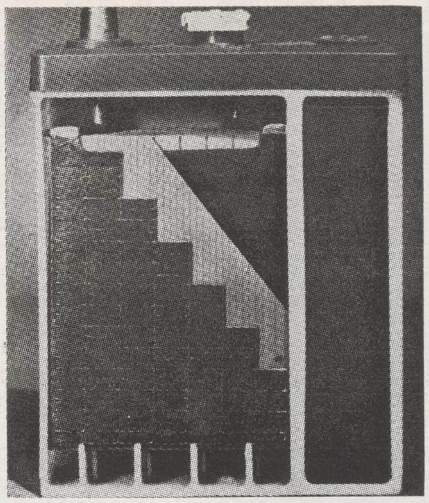
Light failure in any vehicle is a traffic hazard for all drivers. A New York Teamster member has come up with a light failure warning system which monitors the working conditions of any vehicle's lighting circuit while the vehicle is in operation.

According to the inventor, the monitoring system is hooked up to the light circuit by way of an electronic relay. It detects short circuits, poor grounding connections or open circuits and relays the problem to the driver with a red warning signal. When all lights are functioning properly, the green marker remains lighted.

The entire setup consists of a switch, a relay wiring system and two lamps; one green, one red.

●

Battery Innovation



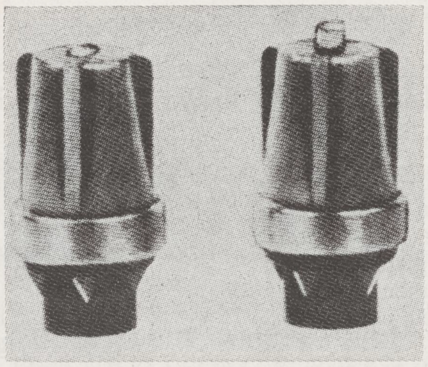
The cutaway photo above illustrates a new idea in storage and automotive batteries which will end the problem of handling packaged sulphuric acid.

This new battery has a built-in acid reservoir encased in a foam block inside the battery case. The battery is activated by simple tap water added through the filler holes. The water percolates through the foam block and enters the battery container as electrolyte which rises over the plates causing activation.

Another advantage of this type of battery is that it provides instant power flow even at sub-zero temperature thanks to the action caused by the water which heats immediately upon contact with the sulphuric acid.

●

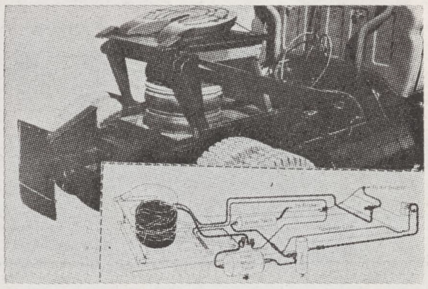
Tire Pressure



Truck owners can prolong tire life and avoid unnecessary wear by installing a tire pressure indicator which shows a bright yellow stem protruding from the top of the cap whenever tire pressures register normal. When the stem does not show, it indicates that tire pressure has dropped ten percent below normal and should be checked.

●

Pneumatic Fifth Wheel



A pneumatic fifth wheel device for converting any standard tractor to a yard jockey or for use in piggybacking has been developed by a well known supplier.

Incorporating a bellows principle, the device can lift a 50,000 pound load up to 20 inches for transfer to another tractor or for maneuvering loads in a yard.

All controls, including the fifth wheel lock and release, are inside the tractor cab. Air pressure for the operation of the device is supplied by the brake compression system. There are built in safeties to prevent the system from draining too much air from the brake system and to keep the container from overinflating.

●

Safety Marker

An easy to use warning signal for disabled motorists is now being marketed. The signal is triangularly shaped and collapsible for easy storage in any auto trunk. The distress signals are made of a durable reflective plastic and according to the manufacturer, it meets or surpasses all federal safety requirements.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Considerate

A small boy came home from a friend's house with a hot idea. "Jimmy has a trumpet," he said excitedly, "and we're going to start a band. Can I have a drum?"

"I should say not!" answered the father. 'It's too noisy!"

The child thought for a moment and said, "suppose I only play it when you're asleep."

Definition

Golf is the game that turned the cows out of pasture and let the bull in.

Nuthin There

The collection letter began, "We are surprised that we have not received anything from you . . ."

Back came the same letter with the handwritten message, "There's no reason to be surprised. I didn't send anything."

The Sting

An old farm laborer, retired, was hired by a wealthy but extremely parsimonius old lady to tend her garden and pull up all the weeds.

When dinner time came around he noted with disgust that the only fare on the table, in addition to stale bread, a smidgen of butter, and tea, was a tiny spot of honey in the middle of a large plate.

After eating in silence for some moments, he looked hard at the honey and remarked politely to her:

"I see, ma'am, you keep a bee."

Wrong Bag

"You say she traces her ancestry back to the Boston Tea Party?"

"Yes, I think her great-great-grandmother was the last bag they threw over the side."

Ornery Side-winder

Out in West Texas, a cowboy rushed out of a saloon, made a running broad jump and landed on his sittin'-spot in the middle of the street.

"Hurt yourself?" asked a bystander.

"Reckon I'll live," bellowed the cowboy, dusting himself off, "but I'd sure like to get my hands on the cussed varmit who moved my horse."

Signs

For over a year a man had eaten in a small restaurant whose sign read, "Mary's Home Cooking," but never once had he seen Mary. Finally his curiosity got the better of him and he said to the waitress, "I've been having lunch here for a long time and Mary is never around. Where is she?"

"She's just where the sign says she is," the waitress answered, "home cooking."

Texas Story

An English soldier met a Texas GI in a bar and immediately began to boast about the British Army. "Why, in my rifle company when we present arms, all you can hear is 'slap, slap, click'," he declared.

"That's nothing," said the Texan. "All our boys are from Texas, and when we present arms it sounds like 'slap, slap, click, jingle'."

"And what is the jingle?" asked the Limey.

"Those are our medals, son," drawled the Texan.

Taste of Religion

The anthropologist was interviewing the chief of a cannibal tribe. "Do your people know anything about religion, Chief?" he asked. "Well," replied the chief, "we got a little taste of it when the last missionary was here."

American Recipe

"How is it," an Englishman asked of an American friend, "that you Yankees get on so well in business while so many of my countrymen fail? What is the secret of your success?"

"Brains, my boy," the American said. "You should eat more fish. Give me $5 and I'll get you some of the same wonderful fish my wife buys for me. Eat it and you'll begin to catch on, too."

The Englishman parted with the $5 and the next day a fish was delivered to his house. He met the American the following day.

"How did you like the fish?" the American asked.

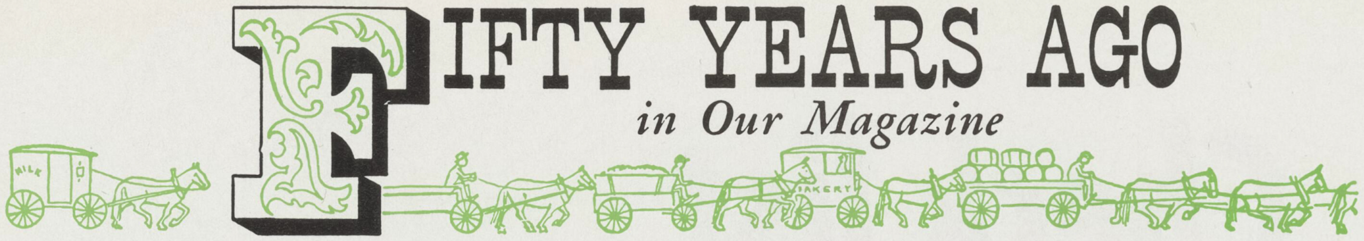
"Oh, it was a splendid fish."

"Do you feel different in any way?"

"No," the Englishman said. "I can't say I do, but I've been thinking old chap, wasn't $5 a jolly stiff price for just one fish?"

"There you are," the American replied. "Your brain is beginning to work already!"

FIFTY YEARS AGO
in Our Magazine



Vol. XVIII *(From the March, 1921, issue of the TEAMSTER)* **Number 3**

Even Steel Industry Adopts Shorter Hours

THANKS to significant pressure of trade unions, even the magnates of the steel industry are beginning to reduce the pressure on their workers by gradually raising their standards of living, increasing wages and decreasing working hours.

The latest indication that conditions are really improving for the mass of workers has been revealed with the announcement that United States Steel has discontinued the seven day week and the so-called "long turn," a practice by which workers were compelled to work a 24-hour day at each change of twelve-hour shifts. At the same time that this announcement was made, the company also outlined plans for dropping its entire operation from a twelve-hour day to an eight-hour day.

Prior to this change in operations, 39 percent of the U.S. Steel production employees worked eleven or more hours per day. Those on the night shift worked thirteen hours per day and the day shift worked eleven. When the time came to change shifts, the employee would work straight through.

The steps already taken by this and other steel firms toward the elimination of brutal and inhuman conditions will go a long way toward making these mills fit places for human beings to work.

Now that this industry has come around to the correct attitude toward its labor force, it is immediately apparent that these adjustments were not made because of any humanitarian reasons—the simple fact remains that the steel industry was only recently intent on maintaining its traditional seven-day, twelve-hour per-day week. There is only one reason for an unorganized employer to improve his worker's conditions—that reason being to forestall true organization of his workers.

Organized labor is confident that these halfway measures will never take the place of true organization. While benevolent feudalism is more desirable than feudalism which is not benevolent, from a purely human standpoint, workers who have come to find that there is something beyond feudalism will not tolerate it whether it is benevolent or not.

The importance of this event in the steel industry is that it represents part of the bastion that is falling in the march of freedom. One more form of autocratic rule in industry has bitten the dust and the march toward the liberation of humanity goes on.

It is early 1921 and even the once immutable steel industry is beginning to take steps to improve working conditions for its employees. While union organizing in the industry is still sparse, the unions can be credited for performing this miracle for the men who work in steel.

Insurance Plan Established

The establishment of an insurance department by the International Association of Machinists has been placed before the membership, and a referendum vote is being taken, the result of which will determine whether or not it will become a fraternal organization in all the term implies as well as a great trade union. Under the proposed plan, which the Machinists' Monthly Journal says will be undoubtedly adopted, every member may carry life insurance up to an amount of $2,000, without medical examination and regardless of present age, at a fixed rate of 50 cents per month for every $500 of insurance.

The only compulsory feature about the plan is that a member shall carry $500 of insurance. It is entirely optional with a member to increase this amount $250 each year until the policy amounts to $2,000. This is not an unreasonable requirement, particularly in view of the fact that it will cost only $6 per year.

Living Costs and The 'Open Shop'

Figures compiled by the Bureau of Statistics of the Department of Labor in Washington provide a revealing comparison between living costs in two cities—one of which oppresses its residents through enforcement of an "open shop" ordinance, the other where the workers enjoy the benefits of union shops.

During the past twelve months, the cost of living in San Francisco declined 1.4 percent while during the same period, the cost of living in Los Angeles has increased by 6.2 percent.

Los Angeles is the home of the open shop. Its wages all round are lower than San Francisco. Yet, according to Government figures the prices are higher in this "City of Angels."

San Francisco, on the other hand, is a completely union city and its wages are higher than those in Los Angeles. Even with higher wages, prices in the San Francisco region are considerably lower. Here is irrefutable proof that organized labor doesn't cause increases in the cost of living.

Check list for 70's

MILK DELIVERY ✓

LAUNDRY DELIVERY ✓

FUEL DELIVERY ✓

BREAD DELIVERY ✓

PARCEL DELIVERY ✓

MOVING SERVICES ✓

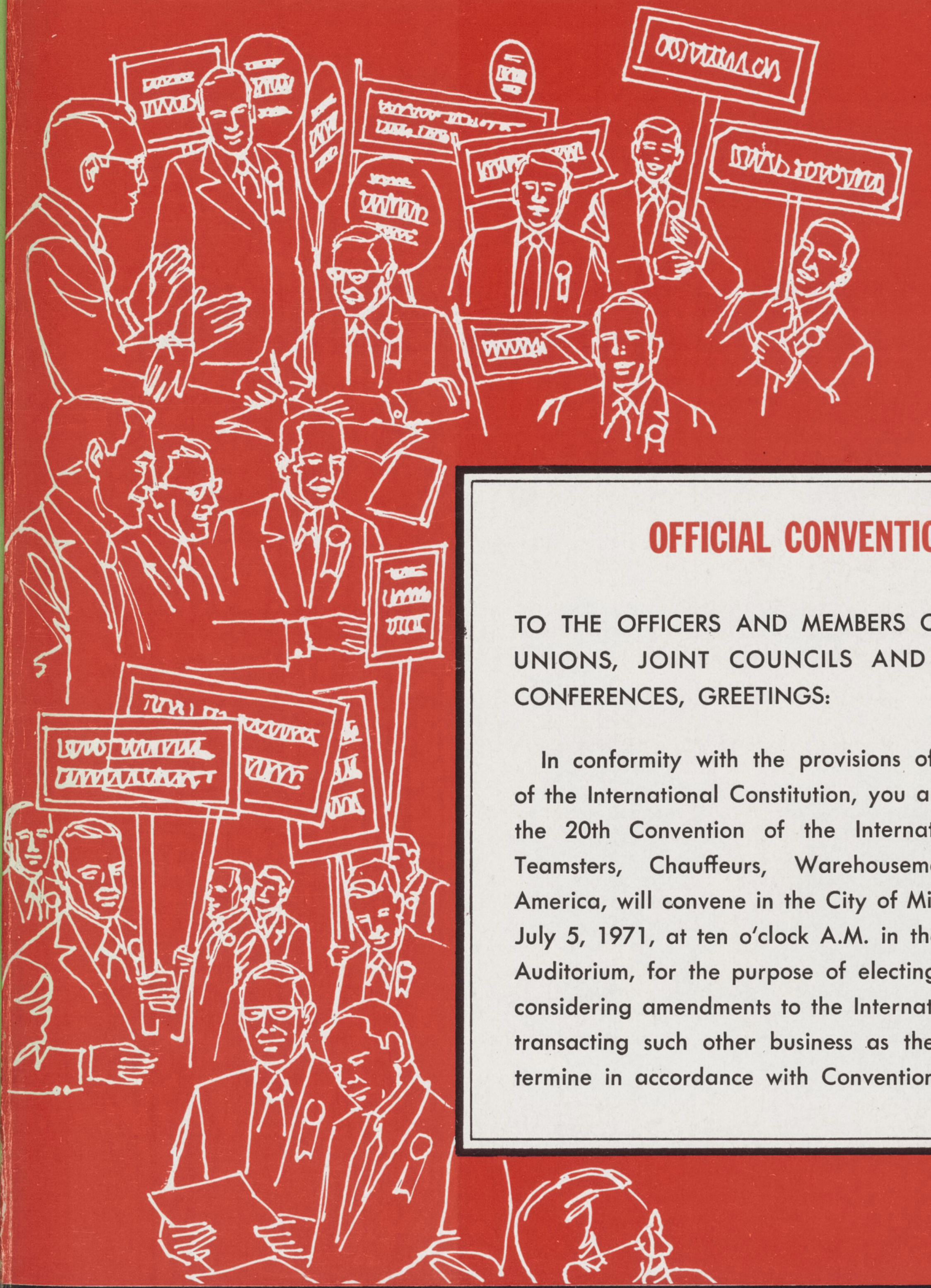
VENDING MACHINES ✓

ALL TEAMSTER SERVICE!

THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

APRIL 1971

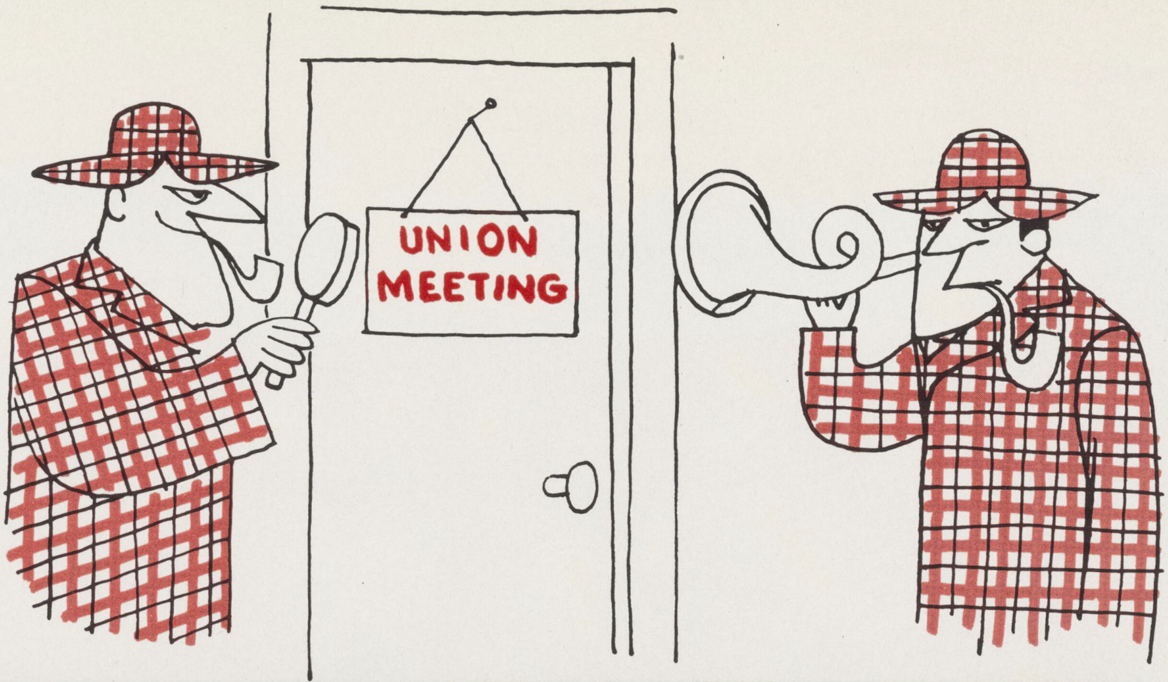


OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS AND STATE AND AREA CONFERENCES, GREETINGS:

In conformity with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 20th Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, will convene in the City of Miami Beach, Florida, on July 5, 1971, at ten o'clock A.M. in the City of Miami Beach Auditorium, for the purpose of electing International officers; considering amendments to the International Constitution; and transacting such other business as the Convention may determine in accordance with Convention rules.

Call for July Convention Issued ... see page 5



LABOR'S PLACE IN HISTORY

THE SLEUTH is upon us—one and all. The fact that the word *sleuth* gained popular usage in America in connection with laboring men and other "criminals" of the time, while incidental today, is noteworthy.

Sleuth found its origin centuries ago when early Norsemen hunted and developed uncanny skill in following the track, or *sloth,* of their quarry. Inhabitants of Britain borrowed both hunting practices and vocabulary from the Norsemen with the result that by the 13th century, any track or trail left by an animal or human was known as "sleuth."

Then outdoorsmen became skilled in breeding hunting dogs. Animals with special abilities for following "sleuth" came to be called "sleuthhounds." Some dogs were so skillful that many legends were attached to their exploits.

Late in the 19th century, America caught up with the word "sleuth." A man named Allen Pinkerton and his organization became world-famous for skill in tracking human game. Pinkerton detectives were admiringly compared with keen-nosed hounds. The sleuth became a stock figure in the drama of crime and its detection.

Pinkerton's reputation was not diminished by the fact that after the Civil War much of his effort was directed at destroying organizations of downtrodden laboring men attracted to new unionism. Labor unions were not only unpopular but they were illegal. Pinkerton, happy to make a buck, eagerly turned his sleuths into company goons to battle union sympathizers.

It took more than half a century before the public images of Pinkerton sleuth-goons and union members were reversed. Eventually, unionism became an honorable and acceptable segment of society. The sleuth, meanwhile, fell into disrepute until a surge of Hollywood movies glamorously revived the occupation some 30 years ago.

Today there is a new sleuth running rampant across the land, but his name has been changed to "snooper." His boss is the government. His main weapon is the computer. His activities are not limited to organized labor or the criminal. His quarry is the dissenting citizen.

The situation was described by Burt Neuborne of the American Civil Liberties Union in testimony recently before a Senate Judiciary Subcommittee on Constitutional Rights. Neuborne said:

"The wedding of sophisticated information-gathering techniques with computerized information storage and dissemination systems has created, for the first time, a very real danger that the sense of privacy which has traditionally insulated Americans against the fear of state encroachment will be destroyed and be replaced, instead, by a pervasive sense of being watched. The emergence of such a police state mentality could mean the destruction of our libertarian heritage."

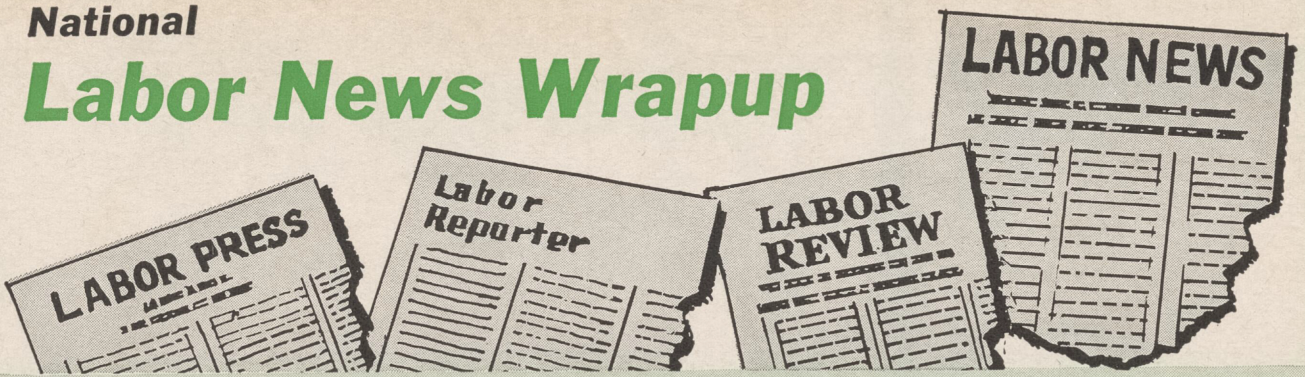
The Senate subcommittee was interested in determining the degree to which privacy has been invaded, especially by the military, in American life. Chairman Sam Ervin asserted there may be two evil consequences of the growing stacks of dossiers at the computerized beck and call of authoritarians.

One consequence, he warned, was the threat to the development of human potentialities by depriving an individual of his freedom to express himself. The other threat, said Senator Ervin, was the inhibition of the free exchange of corrective ideas, some of which might be embarrassing to the government.

The time is approaching when Americans must confront the ill-wind of snoopery with a stout defense that will save and protect their freedoms. For some time now, government has been asking to have its nose rubbed in the truism that the business of government is governing—not sleuthing.

National

Labor News Wrapup



SACRAMENTO, CALIF.—Among 17 bills now before the California State Legislature to meet the problem of unemployment is one calling for maximum weekly unemployment benefits from $65 to $150 and extension of duration for 39 weeks. Barely half of California's 600,000 jobless are now eligible for unemployment benefits because of long-term unemployment.

DETROIT, MICH.—A "Detroit Plan" to increase minority participation in the building trades has won the support of a broad coalition of unions, contractors and civil rights organizations. The plan's aim is to increase minority representation in the building trade crafts to reach a minimum of 15-20 per cent of the construction industry work force in the three-county area—Wayne, Oakland and Macomb. The five-year plan provides for annual review and setting of goals by a board of directors made up of six representatives of the minority coalition, three of the Construction Employers Council and three of the Detroit Building Trades Council, AFL-CIO.

WASHINGTON, D.C.—Although health manpower needs may slacken somewhat during the next few years, the U.S. Department of Labor predicts that they "will skyrocket" during the rest of the decade. "Health Manpower in 1980" published in the department's "Occupational Outlook Quarterly" says that employment of health workers is expected to jump from 3,900,000 in 1968 to 6,350,000 by 1980. Demand will be spurred by increasing coverage under health insurance plans, by the rising scope of medical services, and by population increases, particularly among elderly persons and other groups requiring the most medical care.

GENEVA, SWITZERLAND—Rising unemployment is a world-wide problem, but it is more serious in the United States and Canada. This was reported by the International Labor Organization (ILO) in its 1970 yearbook. According to the ILO, the total number of employed persons continued to rise in industrialized countries during 1970 but unemployment was also rising in a growing number of them. In the developing countries, for which statistics remain sparse and uneven, unemployment and under-employment affected an increasingly large proportion of workers.

WASHINGTON, D.C.—A Labor Department study shows that tips represent an important source of income for workers in restaurants, hotels and motels across the country, but they also represent a chance for employers to hold down wages. "The higher the tips, the lower the wages," the study reports. Results of a survey of 25,000 restaurants, hotels and motels showed that tipped employees earn as much as 62 per cent more per hour than their non-tipped counterparts in similar occupations.

HARRISBURG, PA.—Pennsylvania trade union leaders were on hand as Democratic Governor Milton Shapp, whom they supported last November, signed the first bill of his administration. The law, extends by 50 per cent the period for which unemployment compensation can be collected during periods of high joblessness. Half of the extra costs of the program will be paid by the federal government and the balance will come from the state's unemployment compensation fund. Under the law, a person normally entitled to benefits for 20 weeks would be compensated for a total of 30 weeks. The extension is limited to a maximum of 39 weeks.

WASHINGTON, D.C.—The Labor Department's list of major labor areas with "substantial" unemployment—six percent or more—now stands at 45, the greatest number since April, 1963, according to Assistant Labor Secretary Malcolm R. Lovell, Jr. Five areas were added to the list in February. They are: Sacramento, Calif., with 6.7 per cent unemployment; Utica-Rome, N.Y., with 7.6 per cent; Johnstown, Pa., 7.1 per cent; Providence, R.I., 6.6 per cent and Scranton, Pa., with 6.3 per cent.

WASHINGTON, D.C.—The Labor Department said that almost 270,000 workers are due $55.2 million in back wages as a result of violations of federal labor laws in the past six months. Robert D. Moran, administrator of the department's wage and hour division, said the illegally withheld wages represented violations of minimum wage, overtime, equal pay, age discrimination, and fringe benefit provisions of the Fair Labor Standards Act, Age Discrimination in Employment Act and other laws.

ATLANTA, GA.—Textile workers who suffer from byssinosis or "white lung" resulting from their occupation should be given the same protection as Congress has given mine workers who suffer from "black lung," in the view of the Textile Workers Union of America. The union's executive council meeting here declared that the existing patchwork of 50 different state workmen's compensation systems is "inadequate and inequitable" and should be replaced by federal standards and law.

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume 68, No. 4 **April, 1971**

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Privacy of Americans
Comes Increasingly
Under Heavy Attack

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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POSTMASTERS—ATTENTION: Change of address cards on Form 2579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C., Printed in USA. Subscription rates: Per annum $2.50, Single Copies, 25 cents. (All orders payable in advance.)
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From The FIELD

Bakery Teamster Honored As 'Man of the Year'

Wendell Phillips, chief administrative officer of Teamster Local 484 in San Francisco, Calif., recently was honored by the Alameda County Labor Council as "Man of the Year."

Several hundred trade unionists and leaders in business and civic life joined together to give Phillips a testimonial banquet.

Besides his local union work, Phillips is chairman of the Teamster National Bakery Division and serves on the Policy Committee of the Western Conference of Teamsters.

Bay Area Member Is a Busy Runner

George Tracy, a member of Teamster Local 70 in Oakland, Calif., is probably the runningest among the International Union's more than two million members.

Tracy's hobby is long-distance running. He competes in several marathon races annually and so far has racked up 2,280 miles in 42 distance trials.

Tracy is also an accomplished swimmer and in his younger days was a professional prizefighter.

'Mad Russian' Commended For Heroic Maneuver

Peter Romonovich, a retired member of Teamster Local 249 in Pittsburgh, Pa., and known to many as "The Mad Russian from Pittsburgh," won commendation recently for heroic action that prevented a possible disaster.

Romonovich recognized the potential danger of a gas-laden truck parked near a burning frame building. Once a truck driver, Romonovich climbed into the cab and moved the truck to a safe area.

Romonovich was a road driver for Trans American Freight Lines for 23 years.

Scholarships Offered By Minnesota J. C.

Teamster Joint Council 32 of Minneapolis, Minn., is making available six $500 college scholarships to sons and daughters of Teamster affiliates who are graduating from high schools in Minnesota this year.

The deadline for applications is May 1st. Winners will be selected by a committee to be named by the Industrial Relations Center at the University of Minnesota.

Further information and application forms may be obtained by writing: Teamster Joint Council 32, 3001 University Ave., S.E., Minneapolis, Minn., 55414.

Oregon Business Agent On Manpower Committee

Dale Wineberg, a business representative for Teamster Local 809 in Portland, Ore., recently was named a member of the advisory committee of the Portland Area Manpower Development Center.

Wineberg also serves on the Washington, Ore., County Health Compensation Board.

Detroit Teamster Gets Service Award

Bethel Thomson, a member of Teamster Local 51 in Detroit, Mich., was one of seven persons cited recently by the Associated Food Dealers for "distinguished and extraordinary service to the food industry."

Thomson is employed by Koepplinger's Bakeries.

Teamster's Daughters Named 'Outstanding'

Twin daughters of Patrick O'Leary, a member of Teamster Local 238 in Cedar Rapids, Iowa, were named in the 1970 edition of "Outstanding Young Women of America."

Sharon and Marie O'Leary were cited for their accomplishments in the teaching field.

Teamster Leaders Retiring in West

A number of officials of local unions affiliated with the Western Conference of Teamsters are exercising their retirement rights.

For many of them, leaving their posts will mark the end of Teamster work extending beyond 30 years. Among those retiring recently were:

Herman Kleist, secretary-treasurer of Local 85 in San Francisco, Calif.; Peter Kinst, secretary-treasurer of Teamster Local 432 in Oakland, Calif.; Edward G. Johnson, secretary-treasurer of Local 690 in Spokane, Wash., and Leigh D. Starr, president of Local 274 in Phoenix, Ariz.

Message of the General Vice President

Reinstate Davis-Bacon

WE IN THE Teamsters were quite upset when President Nixon suspended the Davis-Bacon Act, fearing that rather than curbing inflation as was the intention of the suspension, it would only serve to depress the wages of building tradesmen.

The first impact of the suspension is in, and it is just as we thought it would be. Union contractors in the Washington, D. C., area are asking their workers to accept a pay cut averaging $2.43 per man hour, plus changes in other contract provisions which would further undermine the income and working conditions of the craftsmen.

In addition to the wage cuts, union contractors are also proposing cuts in overtime pay, and cancellation of a rate increase for journeymen scheduled for September 1st.

Certainly we are all for measures which will curb inflation as inflation wipes away the wage increases which are negotiated for the membership. In a letter to the President, I pointed out that suspension of Davis-Bacon would have a depressing effect on wages, but would not serve to curb inflation.

While working a hardship on the workers affected by the suspension of Davis-Bacon, the action leaves unchanged restraints on companies selling construction materials, contractors bidding on jobs, banks loaning to contractors, and the individuals and firms controlling the land required for highways and other government contracts.

I have always taken the position that if controls are to be put into effect, they must apply to everyone, and to all forms of income, not just wages and profits. You can't shut the front door and expect to contain part of the economy, while leaving the back door open for others to escape through.

Now we have the additional threat that President Nixon will withhold financing for federally-assisted building projects in states where state "Davis-Bacon" acts are in force.

These are the reasons that I wrote to President Nixon asking him to immediately rescind his action in suspending Davis-Bacon. I did not imagine that the depressing effects of his act in suspending the prevailing wage law would be so immediate. But, the first facts are in, and they are depressing.

We do not intend to run with the pack and criticize everything the Administration does, simply for the sake of criticizing as so many groups seem to do these days.

However, from an objective stance, we intend to speak out when we think the Administration has taken the wrong approach.

And, in suspending the Davis-Bacon Act, we believe President Nixon has taken the wrong course.

We urge him to re-instate Davis-Bacon immediately, and in the future, if controls are deemed necessary, make them apply to all forms of income, not just money in a working man's paycheck.

Frank E. Fitzsimmons

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

STATE OF THE UNION

In Miami Beach

Official Call Issued for 20th International Teamster Convention

THE OFFICIAL call for the 20th convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America has been issued.

Local unions, joint councils, state and area conferences and International Union officers received the call last month from General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn.

The convention will convene the morning of July 5, 1971, at Miami Beach Auditorium, Miami Beach, Florida.

Under the provisions of the International Union constitution, the convention is called "for the purpose of electing International Union officers; considering amendments to the International Union constitution, and transacting such other business as the convention may determine in accordance with convention rules."

The convention call was issued to 800 local unions, 48 joint councils, 9 state conferences, 4 area conferences, and 65 International Union officers, comprising a total delegate strength of 2,423.

The International Union constitution provides that each local union having 1,000 members or less is entitled to one delegate, and one delegate for each additional 750 members or majority fraction thereof. No delegate is entitled to more than one vote and no proxy votes are allowed.

In a letter to all affiliates entitled to convention delegates, Fitzsimmons and Flynn pointed out that the following provisions of Article III, Section 5, of the International Union constitution govern the selection or election of delegates and alternates:

Section 5(a)(1). All officers and Business Agents elected in accordance with Article XXII shall by virtue of such election be delegates to any International Convention which may take place during their term of office. If at the time of the receipt of the Convention Call it shall appear that such number of elected officers and/or elected Business Agents (if any) is less than the number of delegates which the Local Union will be entitled to at an International Convention, then arrangements shall be made for nomination and secret ballot election of an additional number of eligible members as Convention delegates.

The Local Union Executive Board shall determine in all instances how many alternate delegates shall be designated, and this determination shall not be subject to membership disapproval. Where the election of additional delegates and/or alternates is required in the application of the above provisions, said alternates shall be separately nominated and elected and no eligible member shall be nominated for both delegate and alternate.

To the extent that the Local Union sends additional delegates, they shall be selected in the descending order of the votes received, starting with the candidate receiving the highest number. The alternate receiving the highest number of votes shall be the first alternate and shall be entitled to substitute for any delegate unable to attend the Convention; the alternate receiving the second highest number of votes shall be the second alternate and so forth.

(2) If the total number of officers and elected Business Agents (if any) is greater than the number which the Local Union is permitted to send to the Convention, then the Local Union Executive Board shall designate from among such elected officers and elected Business Agents (if any) those who are to attend as delegates and alternates, and this designation shall not be subject to membership disapproval.

(b) The designation of Convention delegates by the Local Union Executive Board as provided in Section 5(a) shall be made during the period from the receipt by the Local Union of the Convention Call up to the thirtieth (30th) day preceding the first day of the Convention. In the event of disability of a delegate to attend the Convention, the Executive Board of the Local Union may designate a substitute from the alternate delegates provided for above.

(c) Each delegate or alternate must meet the same eligibility requirements as are imposed for election to Local Union office. This, however, must not be construed so as to bar the eligibility of salaried officers of Local Unions or officers of the International Union. All International officers, organizers, and auditors who have worked continuously for one (1) year or more shall be entitled to all the privileges of regularly credentialed delegates, but shall not be permitted to vote for officers unless they have been elected by secret ballot, or unless they are permitted by law to do so; provided that this shall not be construed to make eligible for International office any organizer or auditor who is not otherwise eligible through having worked within the jurisdiction for such a length of time as to have made him eligible for International office as provided in this Constitution.

(d) All secret ballot elections required by this Section shall be in compliance with applicable law relating to the nomination and election of Local Union officers.

(e) Joint Councils and State and Area Conferences are entitled to one (1) delegate each, to be selected by the Excutive Board of the Joint Council or Policy Committee of the Conference from officers elected by secret ballot as provided in Article III, Section 5(a).

If your Local Union is entitled to fewer delegates than it has officers and elected Business Agents, the Local Union Executive Board at a regular or special Executive Board meeting must select from among the elected officers and elected Business Agents those who will attend the Convention as delegates and alternates. Please note that an officer or elected Business Agent will be eligible to attend the Convention as a delegate under this procedure if within the past three (3) years he has been *elected by secret ballot* to serve in one office or the position of elected Business Agent but has been subsequently appointed to fill another office or the position of elected Business Agent for its unexpired term. However, where a member has not been elected by secret ballot to any office but has been appointed to fill a vacant office or the position of elected Business Agent for its unexpired term, he may serve as a delegate or alternate but may not vote for International Union officers unless he is nominated and elected by secret ballot as a delegate in accordance with the procedures set forth below.

Additional Delegates

If the election of additional delegates and/or alternates is required in accordance with the above-quoted provisions of Article III, Section 5(a)(1) of the International Constitution, or by reason of the situation discussed in the last two sentences, the nominations and election must be conducted in compliance with the applicable provisions of Title IV of the Landrum-Griffin Act, Article XXII of the International Constitution, and Local Union Bylaws relating to the nomination and election of Local Union officers.

A local union which is in trusteeship may be represented at the convention by delegates only if at this time separate nominations and secret ballot elections are conducted to select the delegates to which the local union is entitled.

If you are entitled to more delegates than your Local Union has elected officers and elected Business Agents it will be necessary, among other things, for your Local Union to mail a notice of nominations and election of such additional delegates to each member.

Please note that the date of the election must be at least thirty (30) days after the date of the nomination meeting. Note also that pursuant to Article III, Section 6(b) of the International Constitution, all credentials must be received in the office of the General Secretary-Treasurer thirty (30) days prior to the opening of the Convention, that is, no later than June 4, 1971.

In view of this timetable, it is apparent that the latest date upon which you should have a nomination meeting is April 26, 1971, and the latest date upon which you should have your election is May 27, 1971. To avoid problems which may arise because of delays in the mail, please do not wait until the last day in meeting these time schedules.

If at the nomination meeting nominees are unopposed there is no need to conduct an election. Instead the unopposed nominees should be declared duly elected at the nomination meeting.

Teamsters Help Nurses In Book Sale

Thirty drivers from Teamster Local 104, Phoenix, Arizona, spent a full Saturday helping the Visiting Nurses Auxiliary move books for their annual sale at the state Fairgrounds. Local 104 has been doing the job every year since the late 1950's.

H&R Transfer and Storage Company contributed two diesel tractors, furniture vans and two mag boards. It was the third year in a row that the company had contributed to the move. Milne Truck Lines again furnished the two wheelers to make the work lighter for the participating Teamsters.

Although there was a lot of hard work involved, the job was made easier by the Auxiliary who prepared a tasty luncheon. In the morning, the ladies furnished coffee and doughnuts.

All those who took part in the project felt that the success of the sale was worth the hard work. It also left quite a favorable reflection on the total Teamster movement in this area.

● Kroger Win

Maintenance employees at the Kroger Co., warehouse in Charleston, W.Va., voted unanimously for representation by Teamster Local 175 of Charleston in a recent National Labor Relations Board election, according to E. A. Carter, president of the local union.

● Florida Win

Drivers and servicemen employed by Mid Florida Gas Co., of Winter Garden, Fla., voted for representation by Teamster Local 385 of Orlando, Fla., in a recent National Labor Relations Board election, according to Paul Parker, president of the local union.

● Mint Victory

Truck drivers and platform men employed at the Franklin Mint, Inc., in Franklin Center, Pa., voted for representation by Teamster Local 312 of Chester, Pa., in a recent National Labor Relations Board election, according to Edward J. Burke, president of the local union.

In Pennsylvania

Turnpike Men Go Teamster By 95% Margin in Ballot

By a better than 95 per cent margin, some 1,600 Pennsylvania Turnpike toll collectors and maintenance men voted for Teamster representation in a mid-March ballot conducted by the Pennsylvania State Labor Board.

Of the 1,600 eligible to vote, more than 93 per cent cast ballots with a result of 1,365 for the Teamsters and 59 against. Fifty-four ballots were challenged and 12 ballots were voided.

The stunning election victory culminated an 18-month organizing campaign that was stimulated last October when the Pennsylvania legislature passed a bill giving public employees the right to join a union for collective bargaining purposes. Gov. Raymond P. Shafer signed the measure into law.

Sam Montani, secretary-treasurer of Teamster Local 250 in Pittsburgh, Pa., and Joseph Anderson, organizer for Teamster Joint Council 53 in Philadelphia, Pa., coordinated the organizing campaign that was split into East and West wings.

Montani said it was a "long, tough campaign" in which for a time two other international unions were slated to be on the ballot. However, they withdrew as the election date neared.

Montani said General Vice President Frank E. Fitzsimmons and International Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, helped put the program across in its crucial closing stages by supplying organizers and other assistance.

He also expressed appreciation to the Teamster Labor Institute in Miami, Fla., for supplying needed technical assistance in the campaign.

The Turnpike win was the second election in which Pennsylvania state employees selected union representation. Certification was expected as March drew to a close and contract negotiations were expected to begin shortly afterward.

● Missouri Win

Truck drivers and helpers employed by Moore Service, Inc., at Fort Leonard Wood, Mo., voted unanimously for representation by Teamster Local 864 of Rolla, Mo., in a recent National Labor Relations Board election.

Wayne A. Stevens, Local 864 secretary-treasurer, said 17 of the 27 workers eligible to ballot did so.

● Virginia Win

Drivers employed by Archie's Motor Freight, Inc., voted unanimously for representation by Teamster Local 592 of Richmond, Va., in a recent National Labor Relations Board election, according to A. E. Conyers, Sr., secretary-treasurer of the local union.

Million Milers

Five members of Teamster Local 439 in Stockton, Calif., recently received pins in recognition of their each achieving a million miles of safe driving as employees of Calaveras Cement Co., in San Andreas, Calif. Shown are (left to right): Mel Miller, Local 439 business agent; G. W. Metzger, Calaveras vice president; drivers Lloyd Copp, Dean Kincanon, Red Anderson, Floyd Whaley and Vern Roe, and O. D. Weeks, plant manager.

Field Program

Texas Shop Stewards Enjoy Program by Labor Institute

While still offering instruction to Teamster business agents and officers in Miami, Fla., the Teamster Labor Institute recently moved into the field with a 2-day educational program for shop stewards in Houston, Tex.

The program was set up at the request of Teamster local unions in Texas with the approval of General Vice President Frank E. Fitzsimmons and International Vice President Murray W. Miller, director of the Southern Conference of Teamsters.

Chairing the weekend work session for more than 200 stewards from Teamster Locals 919, 949, 968 and 988—all of Houston—was A.W. Parker, president of Local 968.

Providing the instruction were Labor Institute teachers Frank Lyons and George Daitsman.

Enthusiastic Response

The response was described as "enthusiastic" as stewards discussed such topics as the duties of a steward, grievance recognition and handling, communicating with members and supervisors, policing the contract, and improving the image of the local union.

Sessions both days were punctuated with coffee breaks and Teamster Joint Council 58 provided barbecue lunches for the stewards.

Besides Parker and Lloyd Turner, secretary-treasurer of the joint council, other union officers on hand included: Walt Breeland, secretary-treasurer of Local 968; Renato Cuellar, president of Local 919; Fred Lopez, secretary-treasurer of Local 988, and R.C. Coons and R.B. Moon, president and secretary-treasurer respectively of Local 949.

Arizona Retiree Pens Note

Dear Bro. Fitzsimmons:

"I wish to take this opportunity to express my appreciation to the Teamsters Union for the many benefits I have received and for the pension I am now receiving.

"I know that without the Teamsters Union I would not receive these benefits and the pension.

"I was a member of Teamster Local 104 in Phoenix, Ariz., for 26 years and was employed by Pacific Motor Trucking Co., for the full 26 years.

"Through you I want to thank all the Local 104 officers for the excellent job they are doing."

Fraternally yours,
Gordon E. Cartwright,
Phoenix, Ariz.

Consultant

Mrs. Elizabeth Norwood, assistant director of research for the Eastern Conference of Teamsters, recently was named to serve as a consultant to the Department of Labor on the subject of equal employment opportunity without regard to sex. The appointment was made by Secretary of Labor J.D. Hodgson upon the recommendation of Teamster General Vice President Frank E. Fitzsimmons.

● Air Freight

Employees of Airborne Freight of Syracuse, N.Y., voted unanimously for representation by Teamster Local 317 of Syracuse in a recent National Labor Relations Board election, according to Donald W. Jones, Local 317 business agent.

Houston-area Teamster stewards gathered together for a group picture during a 2-day seminar recently at which instructors from the Teamster Labor Institute conducted an educational program tailored to the role of the steward. In the front row, wearing their gifts of ten-gallon hats, are George Daitsman and Frank Lyons of the Institute.

In Connecticut

Police Win Good Contract After Picketing City Hall

Down in the southernmost tip of Connecticut there is a city called Ansonia whose 20,000 inhabitants witnessed a rarity in collective bargaining recently.

Ansonia's police force, tired of city hall dilly-dallying in negotiations on renewal of their Teamster contract that expired last December 1st, went on strike and picketed city hall.

Patrolmen, assisted by their wives in many instances, carried picket signs to dramatize their protest. The message got through to the Ansonia city fathers and a few days later a settlement was reached.

A new 1-year agreement was ratified by the officers in a 24-to-4 vote and provided a substantial wage increase along with other benefits and certain job security provisions.

George V. Emr, secretary-treasurer of Teamster Local 677 in Waterbury, Conn., complimented the efforts of Frank Petella, Connecticut state mediator, and union stewards David Williams, Paul Griffin and Calvin McNair in helping to achieve the settlement.

The strike had its moments.

For one thing, the city fathers quickly left town to travel upstate for a business meeting on a proposed capital improvements referendum. But before they left, Ansonia Mayor James W. Martin issued a brief statement in which he criticized the officers.

Said the mayor: "These men are very selfish and unconcerned about the taxpayers and I am sure the taxpayers are disappointed."

As the patrolmen and their wives circled slowly around the pavement in front of city hall, a fire broke out in a business building a half-block away.

The pickets immediately broke from their march and ran to the fire to perform their police duties. When the fire situation was taken care of, the officers returned to their picketing 90 minutes later.

It was the first time in Connecticut history that policemen had actually manned a picket line in the good old-fashioned trade union manner—and, in fact, might have been the first such action in a national sense.

Emr said picketing was done only by off-duty officers of the 35-man department.

Besides the pay increases, the agreement also included additional wages for certain educational achievements, added an extra paid holiday, improved the vacation schedule, provided for uniform allowances, and added city-paid liability insurance in case of false arrest or law suits. Finally a dental plan was included.

Dayton, O. News Drivers Go Teamster

Drivers, dock workers and truck maintenance employees of Dayton Newspapers, Inc., in Ohio voted for representation by Teamster Local 957 in a recent National Labor Relations Board election.

Samuel M. Elliott, Jr., Local 957 secretary-treasurer, said 76 employees were eligible to ballot. The vote count was 64 for the Teamsters and 21 against.

Visitor

Ricky, 17-year-old son of Teamster's driver, Dale E. Mauk, a member of Teamster Local 104, Phoenix, Arizona, logs almost as many miles each year as does his father. The difference is that Ricky does his walking. He is a nine year member of the Boy Scouts, and is an ardent hiking enthusiast. To date, he has chalked up countless miles in Arizona, and hundreds of miles in other states. It was after completing the 184-mile Chesapeake and Ohio Canal hike that Ricky visited the International building in Washington and had his picture taken with General Vice President Frank E. Fitzsimmons.

At Local 554

Union Supporter Illegally Fired; Employer Reasons Called Pretexts

Sustaining the ruling of a trial examiner, the National Labor Relations Board found that Clark Brothers Transfer, Inc. unlawfully terminated Fred Van Valkenberg an employee, in order to discourage support of Teamster Local 554, Omaha, Nebraska.

The testimony of David Farris, manager of the employer's Omaha office, that he told Van Valkenberg that the latter was being discharged for disregarding reprimands about "mouthing off" to customers, tardiness, absenteeism, and causing trouble was not credited by the examiner. It was held that the reasons advanced by the company for Van Valkenberg's discharge were pretexts.

Van Valkenberg had been the only employee called by Local 554 to testify at a hearing on a representation petition. He also had been told by Farris that others had tried to organize the terminal. Thus, the examiner concluded, the employer knew that Van Valkenberg was the leader of the union movement.

Boss Disapproves

Another circumstance relied upon by the examiner in holding the discharge unlawful was his finding that the company preferred to deal with employees directly rather than through a union. After Local 554 filed an election petition, the employer called an employee meeting and disapproved the need for a "third party" to represent employees. Farris also stated that the company might close the front doors if the union came in.

The company was ordered to cease the unlawful conduct, offer Van Valkenberg reinstatement and make him whole for losses suffered.

Attending a rededication of the police statue in Chicago's Haymarket Square from left to right are: Ray Schoessling, president of Teamsters Joint Council 25, Mayor Richard J. Daley of Chicago and James B. Conlisk, Jr., police superintendent of Chicago.

Second Bombing

Jt. Council 25 Helps Restore Haymarket Statue in Chicago

The statue honoring Chicago police in historic Haymarket Square, twice bombed by persons unknown, was restored to its pedestal through action by Teamsters Joint Council 25.

Ray Schoessling, president of the joint council and a vice president of the International, said the union took the action to symbolize the membership's support for the police. Schoessling is a member of the Chicago Police Board of Commissioners.

"We will continue to replace it until those responsible for destroying it wear themselves out," Schoessling said at ceremonies rededicating the statue.

Mayor Richard J. Daley said the statue "will always remain as a testimonial of the people's gratitude to the police."

Eight policemen were killed on May 4, 1886 in a bomb explosion at a rally called by anarchists at Haymarket Square. Although the persons responsible for placing the bomb were never identified, four anarchist leaders were executed, one committed suicide, two were sentenced to life imprisonment and one for 15 years.

The first statue to the police was erected on May 30, 1889. The Weatherman faction of the Students for a Democratic Society claimed credit for its destruction on October 6, 1969 and October 5, 1970.

Gains Won In New Humble Pact

Substantial wage increases and other gains were won by some 900 members of Teamster Local 877 in Elizabeth, N.J., in a new contract negotiated with Humble Oil for the Bayway Refinery at Linden, N.J.

Joseph T. Driscoll, Local 877 president, said that in addition to the wage gains, increases also were won in medical and surgical coverage, wage rate adjustments were made in several different job categories, and improvements were made in the training programs for mechanics and processing workers.

The company also agreed to a hiring program contributing to job security.

Local 877's entire executive board formed the bargaining committee with 10 rank-and-file members from various departments. Assisting in the negotiations were Joseph Cotter and John Frechette, representatives from the Eastern Conference of Teamsters.

Driscoll expressed appreciation for research and legal assistance from General Vice President Frank E. Fitzsimmons and International Vice President Joseph Trerotola, director of the ECT.

Retiree Expresses Appreciation

Dear Bro. Fitzsimmons:

"As a member of Teamster Local 170 for 20 years, recently retired, I wish to take this opportunity to thank you, James Hoffa, and the Teamsters Union for all the benefits, along with my pension check.

"While this tends to be a rather sad time of life, we can now look forward to it as one of ease and enjoyment, free from financial worry, made possible in some degree from the pension fund, and the opportunity to have worked for a company as outstanding as the Rosenfeld Washed Sand & Stone Co., of Milford, Mass.

"I wish you continued success in your constant endeavor to better the working conditions of our members."

Fraternally,
Irving Ferman,
Milford, Mass.

New Organizing Technique

More than 600 employees of Pacific Southwest Airlines voted recently for membership in the Airline Division of the International Brotherhood of Teamsters. Shown here are members of the organizing committee who took the union message to the PSA employees: From left to right, John Stanchfield and Marvin Griswold, BA and Secretary-Treasurer of Local 2707; David Marshall, Lew Prulitsky and Dick Olson, Airline Division organizers; and Henry J. Breen, Air Line Division coordinator.

In New York

Anti-Union Company Stumbles In Plan to Thwart Local 807

The National Labor Relations Board agreed with the trial examiner's conclusion that Atlantic Steamers Supply Co., Inc., of New York City violated the law by refusing to bargain with Teamster Local 807 of Long Island City, N.Y.

It was also determined that promptly after becoming aware that Local 807 was organizing its employees, the company engaged in a campaign designed to thwart the organization and to destroy any majority the union had obtained.

Furthermore, Atlantic coercively interrogated its workers and unlawfully discharged William Staub, suspected leader of the union movement, an act which precipitated a strike by employees.

The employer then promised benefits to the workers to induce them to abandon the strike, and then, completely ignoring the representative status of the union, granted substantial improvements in wages and other benefits in return for the promise of employees to return to work.

The examiner concluded the firm's action was so pervasive as to make it unlikely that its effects could be neutralized so that a fair election could be conducted, and held that a bargaining order was warranted.

The Board agreed and ordered the company to cease the unlawful conduct, bargain with Local 807 upon request, and offer reinstatement to Staub and make him whole for any losses suffered.

Indiana Local Gains Three NLRB Wins

Teamster Local 543 of Lafayette, Ind., scored three representation election victories in ballots conducted by the National Labor Relations Board in recent weeks.

Charles Bradshaw, Local 543 president, said the wins were at Pepsi Cola-Dr. Pepper Bottling Co., in Logansport and Lafayette, Federal Fertilizer Sales Corp., in Peru, Ind., and Stalbaum Pallet Co., in Tefft, Ind.

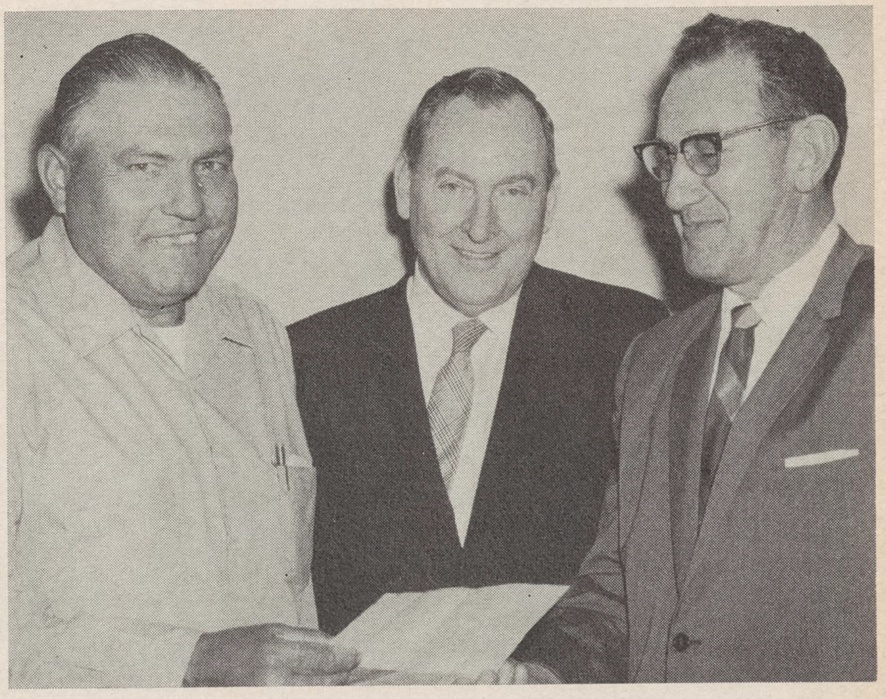
Route drivers at the soft drink firm voted 15 to 10 for the union to culminate a third effort at gaining representation at the company.

Production and maintenance workers at Federal voted 10 to 3 for the union, and workers in the same job classification at the pallet firm voted 7 to 2 for the union.

● In Minnesota

Employees of Factory Sales Co., voted for representation by Teamster Local 977 of Minneapolis, Minn., in a recent National Labor Relations Board election, according to Floyd Hanson, secretary-treasurer of the local union.

Safe Driver



Meade Willis (left), a member of Teamster Local 270 in New Orleans, La., is shown receiving an award for a 26-year record of accident-free driving as an employee of Air Reduction Co. With Meade are Charles D. Winters (center), president of Local 270, and Alan Prowse, plant works manager for Air Reduction.

Teamster Takes Part

Nonferrous Unions Pass Arbitration Resolution

More than 700 delegates representing more than two dozen national and international unions meeting as the National Nonferrous Convention recently passed a resolution condemning government attempts to legislate compulsory arbitration.

The motion was passed unanimously. The International Brotherhood of Teamsters and the United Transportation Union were the only two transportation unions represented at the conference, convened for the purpose of bringing together all unions connected with the nonferrous industry in the United States.

The aim of the meeting was to coalesce total bargaining goals for forthcoming negotiations in the nonferrous industry where major contracts will expire next July 1st.

Organizer Helps

George R. Rohrer, Teamster general organizer, served as the IBT representative at the meeting and helped present the compulsory arbitration resolution.

The resolution noted that legislation has been introduced in Congress to set compulsory arbitration in transportation industry disputes between labor and management, "but not necessarily limited thereto."

Asserting that the Nixon Administration "does not believe in free collective bargaining," the resolve went on to say that it proposed to substitute government fiat or compulsory arbitration for free collective bargaining.

"Should the Administration be successful in achieving such legislation for these transportation industries," said the resolution, "it will attempt to subvert collective bargaining in other industries."

It was resolved "that this body of 700 delegates representing the nonferrous industry and over 26 international and national unions reaffirms its stand that organized labor should retain its inherent right to settle disputes in the economic arena without government interference. We condemn this government effort to destroy these rights."

Appreciation

Dear Brother Fitzsimmons:

I wish to thank you and all officers in Local 215 for the increase in pension benefits since April, 1970.

It is indeed a good feeling to know I have been thought of in this manner and to have been a member of the Teamsters. Not only are your thoughts for your regular members but your ex-members as well.

Otto Burgdorf
Evansville, Ind.
Local 215

Record Attendance

Teamster Local 970, Minneapolis, Minnesota, held its most successful Stewards Banquet to date. This year's annual banquet had the largest attendance in the history of the event. The banquet is held to honor the efforts of the stewards on the local's behalf.

Bakery Local Prexy Retires In Detroit

Edward Elliott, president of Teamster Local 51 in Detroit, Mich., has retired after more than 30 years of work as a bakery driver leader.

Elliott turned to unionism in 1937 when his employer sliced wages from $25 to $20 a week. He became an organizer and launched a campaign on the numerous small bakeries in Detroit at the time. Today there are four large bakeries in the city and all are organized.

Edward Elliott

He attributed Teamster success in the industry to working closely with Teamster Joint Council 43 and other local unions. Elliott also was a member of the joint council executive board.

● In Missouri

Warehousemen employed by Gateway Sporting Goods Co., of Kansas City, Mo., voted for representation by Teamster Local 955 in a recent National Labor Relations Board election.

Harry Williams of Local 955 said 57 workers were eligible to ballot. The vote was 37 to 10 for the union.

● Driver Vote

Road drivers employed by Newton Falls Paper Mill, Inc., in Newton Falls, N. Y., voted for representation by Teamster Local 687 of Watertown, N.Y., in a recent National Labor Relations Board election, according to Kenneth C. Slate, business agent for the local union.

Potato Chip Case Won By Local 430

Teamster Local 430 of York, Pa., has finally won its struggle with El-Ge Potato Chip Co., after three years of litigation that ended when the U.S. Supreme Court denied certiorari to the company in its endeavor to overturn a U.S. Court of Appeals ruling in favor of the union.

In effect, El-Ge must now bargain with the Teamster local union or face contempt of court proceedings.

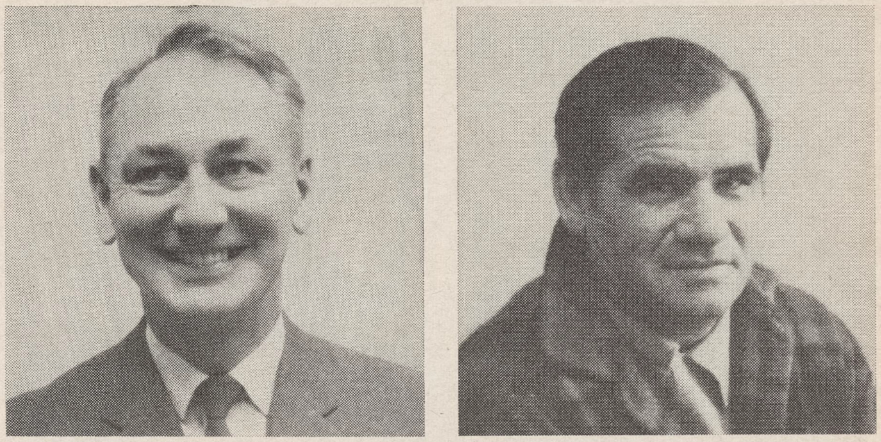
Local 430 won collective bargaining rights for El-Ge's 24 workers in an election conducted by the National Labor Relations Board in November, 1967.

Challenge Dismissed

The litigation commenced after the NLRB dismissed the company's challenge of one vote which would have made the ballot a tie if substantiated. Unfair labor practice charges were filed by the union against the company.

Further hearings continued until finally El-Ge sought relief in the U.S. Court of Appeals for the 3rd Circuit. The court, last August, upheld the NLRB findings and the company then turned to the Supreme Court where it found no comfort.

Canadian Drivers



Teamster Local 31 of Vancouver, B.C., is proud of the records compiled by Peter Clark (left) and Robert Cumiskey. Both work for D. S. Scott Co., and each recently received the company's annual award for one million miles of accident-free driving.

● Idaho Wins

Teamster Local 551 of Lewiston, Idaho, recently scored two representation election victories in ballots conducted by the National Labor Relations Board at the Lewiston Orchards Irrigation District.

Evertt E. Byers, Local 551 secretary-treasurer, said filter plant and equipment operators and maintenance men voted unanimously for the union in one ballot, and a majority of office workers voted Teamster on a second ballot a few weeks later.

Old-Timer Honored

Brother members of Patrick Moderelli, a Teamster for 41 years and a member of Local 377 in Youngstown, O., got together recently to honor him upon his planned retirement from his warehouse job with A & P Tea Co. Shown are (left to right): Dan Brott, Local 377 president; Joe Sammartino, business representative; Moderelli; Bill Halbert, warehouse superintendent, and Don Avery, operations superintendent.

Office Clerk Case Won By Local 856

Coca-Cola Bottling Co., of San Mateo, Calif., was found guilty of illegally refusing to bargain with Teamster Local 856 of San Francisco, Calif., in a recent decision by the National Labor Relations Board.

The ruling affirmed the findings of the trial examiner in which it was determined that Local 856 represented a majority of office clerical employees at the firm when it demanded recognition.

Subsequently, the company president began committing various unfair labor practices, including: Unlawful interrogation of employees; promises of improved fringe benefits; promises of wage increases; telling the workers they would have difficulty finding employment elsewhere if they selected union representation, and by conducting an unlawful poll of employees. Later, the company filed a petition for an election with the claim that it doubted the union's majority.

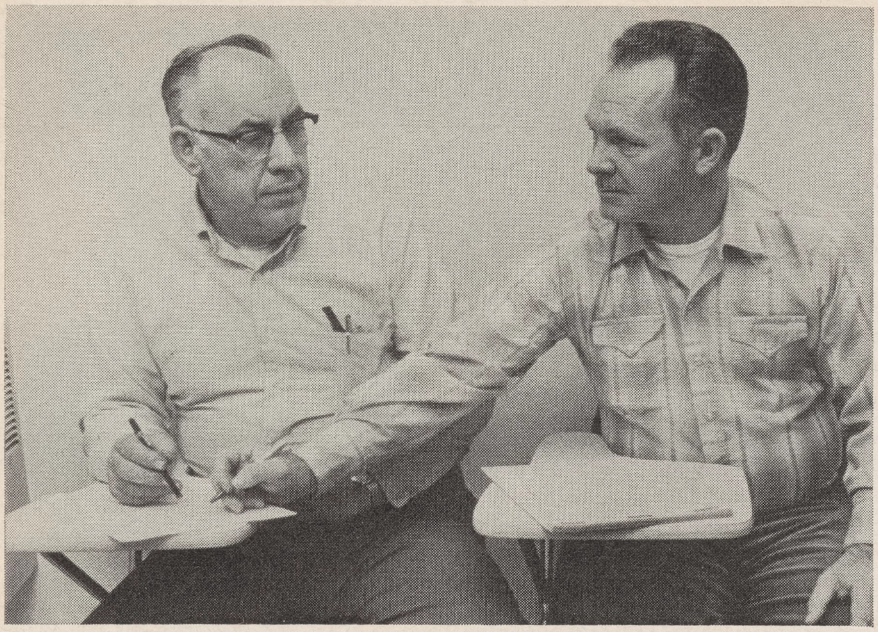
The Board ordered Coca-Cola to cease the unlawful conduct and to bargain with Local 856 upon request.

● TV Victory

Employees of WCCO-TV in the Twin Cities voted for representation by Teamster Local 792 of Minneapolis, Minn., in a recent National Labor Relations Board election.

Antonio Felicetta, Local 792 secretary-treasurer, said the ballot count was 13 to 2 in favor of the union.

The bargaining unit includes floormen, set builders and film editors.



Richard Means (left) and Harold Davidson with the help of an unidentified driver helped save the lives of three teenage boys from drowning after they were involved in an 18-car accident. Both men are members of Teamster Local 713, Chicago. They have been nominated for "driver of the year" awards.

Nominated for Medals

Drivers Pull Youths From Lake After 18-Vehicle Accident

Truck drivers have long been known for their heroic deeds and quick thinking in moments of stress and emergency. Two members of Teamster Local 713, Chicago, Illinois, have recently proved it again.

Harold Davidson and Richard Means, both drivers for Car Carriers, Inc. rescued three teenage boys from certain death as they bobbed in the icy waters of a lake. The drivers rescued the boys after an 18-vehicle accident triggered by freezing rain that turned a bridge into a skating rink.

Drivers Act Quick

The drivers went into action after hearing screams for help from those in the water and other youths on the bridge. Means and an unidentified motorist threw a looped rope into the water to bring up two of the youths, using the icy bridge railing as a pulley.

Meanwhile, Davidson was tracing screams he heard further down the bridge. He found another youth floating in the water. Aided by the unidentified driver, Davidson lowered himself over the railing and descended along a rope to a narrow icy ledge. When he got to the ledge, he slipped and went into the water. He grabbed for the boy but he kept sliding away.

Davidson managed to scramble back up to the ledge and held the youth by the hair to keep him from drowning. After about a half hour, the unidentified driver got down to the ledge and stood in the middle of Davidson's back to steady him until the rescue squad arrived.

Means and Davidson received savings bonds from Car Carriers, Inc., and they will be nominated for "Driver of the Year" for Illinois. Mothers of the youths wrote letters to the men expressing their "joy and thankfulness."

● In Mass.

Employees of George J. Doran Co., Inc., of Jamaica Plain, Mass., voted overwhelmingly for representation by Teamster Local 25 of Boston, Mass., in a recent National Labor Relations Board election.

John T. Carnes, Local 25 business agent, said 27 warehousemen, drivers, helpers and forklift operators employed by the beer distributor were eligible to ballot. The vote was 19 to 5.

Miami Local Wins Ruling At Alterman

The National Labor Relations Board concluded that Alterman Transport Lines, Inc., of Miami, Fla., illegally refused to bargain with Teamster Local 390 of Miami, certified representative of all hourly paid local and city pickup and delivery drivers, dockmen, checkers, yardmen, hostlers and part-time dockmen.

Acting on a motion for summary judgment, the Board said the company raised no issue properly litigable in the unfair labor practice proceeding.

The Board found no merit in Alterman's contention that it was forced to make operational changes as a direct result of union strike activities. The Board said the operational changes were minimal and were not sufficiently significant to warrant reopening of the representation case.

Alterman was ordered by the Board to cease the unlawful conduct and bargain with Local 390 upon request.

● In Cheektowaga

Employees of W. T. Grant Co., in Cheektowaga, N.Y., voted for representation by Teamster Local 558 of Buffalo, N.Y., in a recent National Labor Relations Board election.

Theodore Graczyk, Local 558 secretary-treasurer, said the ballot count at the Grant warehouse was 17 to 6 for the union with 7 ballots challenged.

The bargaining unit includes truck drivers, helpers, warehousemen, service technicians and office workers.

Local Wins Ballot at Cement Co.

A majority of 237 workers eligible to ballot in a National Labor Relations Board representation election held at Houston Shell & Concrete Co., in Houston, Tex., voted for Teamster Local 968 recently.

Walt Breeland, Local 968 secretary-treasurer, said the bargaining unit includes all production, distribution, and maintenance workers—including truck drivers—at the firm which manufacturers and wholesales cement.

The ballot count was 122 for the Teamsters and 115 against.

Appreciation

Dear Brother Fitzsimmons:

After 45 years, over four million miles of which 95 per cent were in interstate in the 11 Western states, and only three minor non-chargeable accidents, I am glad to say I never hurt anyone with a truck.

I want to thank the great International Brotherhood of Teamsters which I have been a member of for 34 years, for all of the benefits I have received, including a generous pension.

It is a good feeling to know that my years of service are appreciated, and that an 'Old Temo' can live out his retirement with dignity and peace of mind.

Fraternally yours,
E. W. 'Pete' Sleeper
Phoenix, Arizona
Local 104

Warehouse Case

San Francisco Teamsters Win Ruling Over Hoffman

Agreeing with the trial examiner, the National Labor Relations Board ruled recently that Hoffman Bros., a warehouse in South San Francisco, unlawfully refused to bargain with Teamster Local 278 of San Francisco, Calif., and committed other violations of the law.

The examiner found that Hoffman, immediately before and after Local 278's request for recognition as representative of drivers and warehousemen employed by the firm, committed a series of unfair labor practices designed to coerce the workers and make unlikely the holding of a fair election.

Prior to the union demand for recognition, Hoffman interrogated employees about their union activities and implied threats of discharge mixed with promises of benefits. After the union's demand, the company continued its coercive interrogation—this time threatening discharges—and also suggested withdrawal of applications from the union.

Written Notices

About the same time, the company also started issuing a series of written notices which included the unilateral institution of more strict working rules; added were warnings and threats of suspension and/or discharge for conduct previously approved or condoned.

As a result of the unlawful conduct, the examiner concluded, the possibility of erasing its effects and ensuring a fair election was slight, and that employee sentiment, once expressed through cards, would be better protected by a bargaining order.

The Board ordered Hoffman Bros., to cease the unlawful conduct, bargain with Local 278 upon request, and revoke the unilateral changes of working rules.

$55 Million Due Workers In Back Pay

Some 263,488 workers are due $55.2 million in back wages as the result of violations of federal labor standard laws for the period July, 1970, through January, 1971, according to the Labor Department.

Robert D. Moran, administrator of the Wage and Hour Division, said the illegally withheld wages represented violations of minimum wage, overtime, equal pay, age discrimination, and fringe-benefit provisions of the Fair Labor Standards Act, Age Discrimination in Employment Act and other laws.

Of the total back pay discovery, 132,269 workers were found to be receiving less than the minimum wage to the tune of $18.2 million.

● Drivers Vote

Truck drivers employed by Little Princess Truck Rental, Inc., of Huntington, N.Y., voted unanimously for representation by Teamster Local 807 of Long Island City, N.Y., in a recent National Labor Relations Board election, according to Ray Rebholz, secretary-treasurer of the local union.

200 Years of Service

These Teamsters represent over 200 years of service with the Luper Transportation Company and over 200 years of membership with Teamster Local 795, Wichita, Kansas. Pictured at their retirement party are: (from the left standing) C. Resser, C. Jones, N. Lancaster, H. Gilmore and L. Day. (Seated): B. Hendricks, T. Reed, N. Cruise, and O. Helmuth. Due to sickness B. Jones was unable to attend.

Trend of the Times

Fed Head Says Union Labor Should Bear Inflation Weight

GOVERNMENT views are increasingly attempting to place the blame for inflation on the shoulders of organized labor.

The most recent disturbing development was the statement by Chairman Arthur F. Burns of the Federal Reserve Board that it might be necessary to tighten some of the nation's labor laws to reduce the power of unions to "force wages up."

He asserted that such action might be essential "to protect the workers from themselves."

Burns' delivered his views in testimony before the Senate Banking Committee where he discussed the state of the economy.

Some unions have become so powerful, he said, that they have won settlements which actually cost jobs and thus were against the interests of their members. He cited unions in the construction industry which he described as "running wild."

Burns' statements were disconcerting to labor observers for two particular reasons. For one thing, he showed a complete lack of understanding of the relationship of collective bargaining to the ever-changing face of American industry and business in which weak companies and weak unions both go by the wayside if they fail to deliver to their stockholders and members.

Furthermore, Burns overlooked the fact that during 1970—when inflation continued its rampage—only seven per cent of the work force experienced wage gains as a result of union-negotiated contracts.

The Fed chairman's remarks were interpreted by many as an unvarnished expression of anti-union sentiment. For instance, he told the Senators that when Congress acted to protect labor's rights more than 35 years ago, it went so far that labor now holds the upper hand.

"As a result," he said, "it is much more difficult for employers to take a strike—whip a strike—than it was 10 or 20 or 30 years ago."

Disturbing, too, was the fact that the Senators listening to Burns issued hardly a murmur of dissent. Only Thomas J. McIntyre, New Hampshire Democrat, came up with an objection and mildly commented that labor cannot be blamed for all of the inflation.

If anything, the anti-union Senators on the Banking Committee welcomed Burns' remarks as a chance to jump on trade unions.

Sens. John G. Tower (R-Tex.) and Wallace F. Bennett (R-Utah) were pleased to hear Burns say, "I think we have to reconsider our labor legislation."

Tower pointed out that the Conservative government in Great Britain was considering a move to place some "restrictions on the power of labor" and wondered if such a move wouldn't be a good one in the United States.

Bennett echoed Burns' remarks that much of present U.S. labor legislation, written in the depression-ridden 1930's, might not be applicable now.

Even as Burns was testifying before the Senate Banking Committee, the House of Representatives approved by a 381-to-19 vote a 2-year extension of a law giving President Nixon standby authority to impose wage, price and rent controls. Senate approval of the measure was expected before the existing authority was scheduled to expire March 31st.

Bus Drivers Go Teamster At La Guardia

Bus drivers employed by the Long Island Bus Co., Inc., at La Guardia Airport voted unanimously for representation by Teamster Local 917 of New York City in a recent National Labor Relations Board election.

John Burke, Jr., recording secretary of Local 917, said 25 drivers were eligible to vote. The ballot result was 15 to zero.

Burke credited Skelse Brown, a shop steward at Long Island Bus, for help in winning the election.

Safety Citation

TECHNI... DIVISIO...
ONE MILLION MANHOURS
WE SAFELY REACHED
BECAUSE WE PRACTICED
...PREACHED
Allied Chemical
SAFETY AWARD

Teamsters employed by the technical center of the fibers division of Allied Chemical Corp., in Petersburg, Va., were cited by the National Safety Council for their achievement of one million manhours on the job with no lost time injuries. Displaying the safety banner are Mrs. Helen Hendrix, nurse; G.B. Middlebrook, group manager; D.G. Clemons of Teamster Local 101 in Hopewell, Va., daylight steward, and M.E. Lewis, safety engineer.

● Auto Dealer

Employees of Marvin K. Brown Cadillac, Inc., of San Diego, Calif., voted for representation by Teamster Local 481 of San Diego in a recent National Labor Relations Board ballot.

William Martin, Local 481 business representative, said 48 workers were eligible to vote. The tally was 27 to 17 for the union.

The bargaining unit includes mechanics, washers, polishers, parts men, bodymen, painters, car jockeys, dispatchers, salesmen and cashiers.

Unemployment Decreases In February

The nation's unemployment rate edged down from 6 per cent to 5.8 per cent of the work force in February, and Secretary of Labor James D. Hodgson called it an indication that "the economy is moving in a favorable direction."

The actual number of jobless Americans remained virtually unchanged at 5.4 million, but including allowance for normal seasonal factors the Bureau of Labor Statistics figures it as a drop of 185,000.

Total employment, while edging up slightly to 77.2 million, also represented a decline on a seasonal basis, the report said.

Drops 300,000

The bureau said total unemployment has dropped 300,000 since a nine-year-high in December, but was still 1.6 million above February a year ago.

The February report said most of the jobless drop occurred among part time workers, about half of them teen-agers.

The report said the jobless rate for men edged down from 4.3 to 4.2 per cent or a total of 2.5 million. The rate for women edged down from 5.7 to 5.6 per cent or a total of 1.7 million.

In a racial breakdown the bureau said the jobless rate for white workers dropped from 5.6 to 5.3 per cent, for a total of 4.5 million persons. The rate for Negroes and other minority groups edged up from 9.5 to 9.6 per cent for a total of 931,000.

The unemployment rate for manufacturing workers moved down to 6.8 per cent and the rate for transportation and public utilities also declined 4 per cent. Construction unemployment was about unchanged at 11 per cent, the report said.

● In Minnesota

A majority of 144 production and warehouse employees of J. L. Marsh, Inc., and Heilicher, Inc., engaged in record distribution, voted for representation by Teamster Local 638 of Minneapolis, Minn., in a recent National Labor Relations Board election, according to Robert Smith, secretary-treasurer of the local union.

Around the World 89 Times

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CONTINENTAL
BAKING
COMPANY
GR WT 73280

John Turpin, a member of Teamster Local 886, Oklahoma City, Oklahoma, since 1946, has decided to retire, but not before establishing an unbelievable safety record. Turpin has driven vehicles for Wonder Bread for 38 years without a chargeable accident, and has covered approximately 2,215,600 miles, which is equivalent to driving around the world 89 times. Turpin is now retiring under the Teamsters pension plan.

Serving the Community

Joseph La Barbera, business agent for Teamster Local 679, San Jose, Calif., was awarded the Community Services Citation Award for the 1970 United Fund Campaign. He is United Fund's vice president of the central area chapter and chairman of the panel for allocating committee. Good Citizenship awards were presented to Hank DeDiego, Local 296, Pat Diani, Local 679, and Isabelle Hofmann, Local 287, for their community services leadership for their locals. Standing, from left to right are: Ed Camunez, AFL-CIO community services representative; La Barbera and Al Brundage, labor attorney. Seated, from left: James Powers, president Local 287; Hank Diego, financial secretary, Local 296; and George Szudy, United Fund executive director.

SPECIAL REPORT

Military Spies

Privacy Of American Citizens Under Surveillance From Many Quarters

PRIVACY is vanishing in the United States.

The intrusions of wire-tapping, mail-tapping and bugging are only part of the story.

Helping along the erosion of privacy is the computer, which while certainly not to blame for the actions of nosey people, has accelerated a phenomenal step-up in the capacities for surveillance.

The best illustration of how computer technology has brought more Americans under glass at home, work and play, was provided recently by Arthur R. Miller, author of, "The Assault on Privacy (Computers, Data Banks, and Dossiers)."

He wrote: ". . . today's laser technology already makes it feasible to store a 20-page dossier on every American on a piece of tape that is less than 5,000 feet long."

Add to this mechanical achievement the ingredients of a government fearful of political dissent, merchants associations worried about consumers' credit, the growing Federal Bureau of Investigation, unofficial federal and state snoopers of various kinds, and private groups exercising a sleuth policy for reasons of their own, and it is easy to see why privacy is disappearing in the land of the free.

The threat to every citizen's privacy, dangerously similar to that which exists in a police state, came to the fore recently when Sen. Sam Ervin (D.-N.C.) opened hearings as chairman of the Senate Judiciary Subcommittee on Constitutional Rights.

Specifically, Sen. Ervin wanted to learn the extent of government spying—particularly by the military—upon the affairs of private citizens.

The trigger for the probe had been pulled a year earlier. A former Army counter-intelligence captain named Christopher Pyle caused a furor by writing in the January, 1970, issue of the *Washington Monthly* that the U.S. Army had hundreds of intelligence agents collecting information about various politically active civilians. He said the information was stored in data banks around the country.

The Army at first denied Pyle's assertion. Later, the Army admitted the action and then said it was destroying computerized tapes kept at Fort Holabird, Md.

Six months later, Pyle wrote another article for the *Washington Monthly*. He said the Army had resumed its surveillance of civilians. He also charged that the data banks had not been destroyed.

Sen. Ervin, long interested in the rights of federal employees, became intrigued by Pyle's charge and pursued it so vigorously that the Army was forced to take a stand.

> **"Will the tools (of microminiaturization and circuitry, chemical synthesis and projective psychiatry) be used for man's liberation or his subjugation? In the density, complexity, and tight interrelation of 20th-century life, can we preserve the opportunities for privacy without which our whole system of civil liberties may become formalistic ritual?"—Dr. W. Alan Westin, "*Privacy and Freedom*," 1967.**

By this time, Sen. Ervin had learned from other ex-intelligence men from the Army that among those spied upon were Rep. Abner V. Mikva (D.-Ill.), Sen. Adlai Stevenson III (D.-Ill.), and Otto Kerner, former Illinois governor.

Secretary of the Army Stanley Resor denied that such had happened in a stout statement last December.

By now, five former military undercover agents had come forth to say they had helped collect information on public and elected officials opposed to the Vietnam war. About the same time, the Associated Press unearthed secret military documents that showed guidelines were given to the Navy and Air Force for domestic intelligence gathering duties similar to those of the Army "relating to civil disturbances and dissident or subversive activities."

The picture was becoming so murky that Sen. Ervin announced he would hold hearings. The military began trying to shift responsibility then and Daniel Z. Henkin, Assistant Secretary of Defense, issued a statement in which he admitted the Army had engaged in some intelligence gathering activities "at the request of the Justice Department."

Then the story began to flow in even more ominous fashion. It was disclosed that elements of the top-secret Army Security Agency—normally assigned to national security work and electronic surveillance of

> **"We have become a fearful people. There was a time when we feared only our enemies abroad. Now we seem to be as fearful of our enemies at home, and depending on whom you talk to, those enemies can include people under 30, people with foreign names, people of different races, people in the big cities. We have become a suspicious nation, as afraid of being destroyed from within as without."—Rep. Abner V. Mikva (D.-Ill.), *The Progressive,* February, 1971.**

foreign countries—were sent to Chicago for duty during the 1968 Chicago Democratic Convention. Army, Navy and Air Force intelligence units, it was also disclosed, were mingling with unsuspecting delegates on the floors of not only the Democratic convention but also the Republican convention in Miami Beach, Fla.

Convention leaders and chairmen for both the Democrats and GOP were never told that military agents were on the floor.

Political activity was not the only item of interest to military spies. They posed as press photographers and newsmen at all kinds of meetings even to the extent of infiltrating a sanitation workers union meeting in Atlanta, Ga., and participating in the Poor People's Campaign in Seattle, Wash. They were on the campuses, too, and kept track of former servicemen speaking out against the Vietnam war.

Data Bank Locations

All the information was stored by the Army at data banks at Fort Hood, Tex., Fort Holabird, Md., and Fort Monroe, Va. As Sen. Ervin's hearings opened, Defense Secretary Melvin Laird ordered the files destroyed. The Army later admitted it ignored the spirit of Laird's order by keeping the millions of pages recorded on microfilm while destroying the index.

Sen. Ervin's hearings got underway and the pressure mounted against the Army. Assistant Secretary of Defense Robert F. Froehlke testified that the Pentagon maintained a centralized intelligence index with some 25 million names on it, plus another 760,000 cards on organizations or incidents involving counter-intelligence or criminal investigations. He said the file was started in 1965.

Froehlke told the Senators that federal law enforcement agencies, following the death of Martin Luther King, made it known they had neither the manpower or money to meet the tremendous demands for civil surveillance. In response, he said, the Army put together its Civil Disturbance Information Collection Plan in May, 1968.

Finally, Froehlke admitted what the Army had denied emphatically months before. Yes, he said, data had been collected on Rep. Mikva, Sen. Stevenson and others.

After these revelations, Chairman Ervin called upon the Army to disclose fully the details of its surveillance operations and to ensure it would not be repeated. He said the information gained "suggests that many of the worst fears about the extent of the military surveillance on Americans" might be borne out.

Ervin added: "It also suggests that the motivations behind this surveillance were directly counter to the principles that the Army is controlled by civilian constitutional authority—that it does not have a mandate to act independent of the appointed and elected civilian leaders of the country."

Secretary Laird responded by announcing the reorganization of the Defense Department's domestic intelligence gathering activities "to make certain the constitutional rights of all individuals are protected."

Testimony continued before the Senate Judiciary Subcommittee on Constitutional Rights.

By now, there was talk of legisla-

(Continued on Page 20)

You're On the List

Privacy Invasion Rampant By Government, Industry

America's military bureaucracy is not the only one guilty of invading the privacy of millions of citizens in the United States.

It's very unlikely that you are not on some government list. Every taxpayer is on Internal Revenue Service rolls of which the IRS sells segments to 30 states and the District of Columbia.

The Civil Service Commission has a list of some 10 million people it has investigated for possible government employment.

The Secret Service has a list of people it thinks might cause potential harm to the President. The Justice Department has a list of 13,200 names that have turned up in reports on civil disturbances as printed in the press.

The Department of Transportation has you on a list if your driver's permit has ever been revoked, or if you have ever complained to the government about your auto.

Rep. Frank Horton (R.-N.Y.) noted recently that the Federal Communications Commission sells the names of 265,000 amateur radio operators, and the Federal Aviation Administration sells a list of 680,000 licensed pilots. The Coast Guard sells the names of motorboat owners who are registered in New Hampshire, Washington, Alaska, Guam and the District of Columbia. The IRS sells a list of 143,000 names of persons registered as gun collectors or dealers, and peddles income statistics to companies like Sears & Roebuck and Time-Life.

FBI agents now sit in college classrooms, wire-tapping has been legalized for several kinds of crime, and there is a "no-knock" raiding law now in effect in Washington, D.C.

Industry, too, is guilty. Credit investigations are out of hand to the extent that consumers have no defense against an erroneous black record.

Lie-detector testing has increased greatly in private industry. Rep. Cornelius Gallagher (D.-N.J.) even cites the case in which "one of the great shoe chains of America—and many other chains, I might say—give lie-detector tests to their employees every two weeks to see if they're stealing a pair of shoes or a pair of socks."

Privacy is invaded in other unique, generally unknown methods. American Airlines, for instance, permits federal, state and unofficial snoops to plunder its computer data to see where you went, who you traveled with, what telephone you called from to reserve your ticket, what hotel reservations you have made through the airline, and so forth.

Psychological testing, government and private questionnaires and other forms of invasion go beyond the limit of pertinent knowledge sought.

You're on a list somewhere. Unfortunately, you have no way of knowing whether it is hurting you.

tion and Sen. Ervin called upon the Nixon Administration for its views.

Appearing before the subcommittee was William Rehnquist, Assistant Attorney General. He asserted that the mere gathering of intelligence information did not violate an individual's constitutional rights.

Rehnquist said further that the Nixon Administration would oppose any legislation that would hamper its domestic intelligence gathering activities and "effectively impair this extraordinarily important function of the federal government." He said "self discipline," not legislation, was the answer to such abuses.

Generals Requested

Disappointed with such a tack, Sen. Ervin continued the hearings. He asked the Pentagon to allow three generals to testify how they were involved in collecting information on private citizens.

Again he was rebuffed, this time by Fred Buzzhardt, general counsel for the Defense Department. Buzzhardt refused Ervin's request on the flimsy grounds that the Defense Department desired to protect the due process rights of any persons who might be the subject of criminal or administrative charges as a result of current investigations. In other words, the generals were going to be kept muzzled.

Fears Expressed

It appeared that Sen. Ervin's fears—as voiced earlier in a Senate speech—were well-founded. He had said:

"Data banks of information on citizens maintained by the Army appear to be part of a vast network of intelligence-oriented systems which are being developed willy-nilly throughout our land, by government and by private industries. I believe that in these systems, where they contain the record of the individual's thoughts, beliefs, habits, attitudes, and personal activities, there may well rest a potential for political control and for intimidation which is alien to a society of free men."

Christopher Pyle, the man who started all the fuss with the initial disclosure of Army spying, lent strong support to Ervin's statement when he explained the thesis of his doctorate in political science at Columbia University: "Plainly stated, my thesis is that the United States today possesses the intelligence apparatus of a police state . . . it exists today as a loose coalition of federal, state, municipal and military agencies."

Regressive Taxes Hit Hard

Rich Get Richer, Poor Get Poorer As Income Gap Widens in U.S.

The old saying that the rich get richer and the poor get poorer is one of our most worn cliches. Unfortunately, it is still true when it comes to the distribution of income in the United States.

Newly compiled figures by the U.S. Census Bureau show that the lowest fifth of all American families get about 6 per cent of the total U.S. income pie.

On the other hand, the fifth highest of families get 41 per cent of the total. The top 1 per cent of the 50,500,000 American families get 5 per cent of the total income.

Gap Closed Somewhat

The income gap was closed somewhat in World Wars I and II, according to economic statistician Herman P. Miller. During this period poor people got jobs. But the slice of the pie of the lowest one-fifth in 1947 was 4 per cent, and it was still 4 per cent in 1968.

The aggregate income for 1968 was $544 billion. From this, the lowest 20 per cent of families got $32.6 billion. The highest 20 per cent took $223 billion, and the top 1 per cent got the remaining $27 billion.

Paul Samuelson, economist at the Massachusetts Institute of Technology expresses it this way:

"If we made an income pyramid out of childs' blocks, with each layer portraying $1,000 of income, the peak would be far higher than the Eiffel Tower, but almost all of us would be within a yard of the ground."

Welfare Problems

The Census Bureau made a study in March, 1969, which shows that nearly all American welfare problems, and many economic problems, can be traced back to the problem of uneven distribution of income.

Sociologist Herbert J. Gans, pointed out the tremendous increase of families on welfare in a New York *Times* article. Gans noted that by the end of 1970, 12.5 million people, or 6 per cent of all Americans, were on welfare. One poverty class, Aid for Families of Dependent Children, numbers 8,500,000. However, 30 to 50 per cent of the women who may be eligible have not yet applied—either too proud or ignorant of their welfare rights.

Gans explains that this income gap comes about because the economy can produce "affluence" for one-quarter of the people and "relative" affluence for two thirds "then it is free to exclude or underpay the remainder and pass the burden for their upkeep to the government."

In Miller's new book, "Rich Man, Poor Man," he says that poor people pay more of their income in taxes than rich people.

There has been some progressive taxation in federal taxes but, he says, state and local taxes are "regressive from beginning to end."

Davis-Bacon Hearings Scheduled

Rep. John H. Dent (D-Pa.), chairman of the House General Labor Subcommittee, announced he will schedule public hearings within the next few weeks to question the recent suspension of the Davis-Bacon Act by President Nixon.

The President suspended the law requiring that prevailing wage rates be paid in federally-financed construction projects last Feb. 23. His reason was that "emergency conditions" existed in the construction industry.

Congressman Dent said the use of the emergency authority by the President "leaves many questions to be answered."

He added that Nixon's action "went beyond a declaration of national emergency in the construction industry, and also attacked and condemned the legislative intent supporting Davis-Bacon, and other related enactments such as Walsh-Healey."

Dent said that it seemed inconsistent to declare the emergency only in the construction industry, and that it was unfair to isolate one element—labor—in the total cost of construction, "especially when that element is not the most expensive."

Administration Swings

Interstate Commerce Commission Is Taking It on the Nose

THE Nixon Administration is making a foray against the Interstate Commerce Commission whose rate-making policies are usually geared to the highest cost carrier in the market.

Administration spokesmen, in fact, have come out with a flat denunciation of the ICC and urged an end to the commission's regulation over most transportation.

The theory behind the move is that freeing the trucking, railroad and airline industries from restrictive federal regulation would encourage competition and benefit the public with lower fares.

First inkling of the Nixon stance on this subject appeared in the President's annual economic message presented to Congress in early January.

He suggested that gradually relaxing federal rules while bringing transportation firms under the umbrella of anti-trust laws might relieve the pressure on financially troubled carriers.

Stiff ICC regulations, it was argued, hampered competition between trucking and railroads. It was asserted that as a result the rate-making policies of the ICC have promoted high freight rates and numerous inefficiencies while, in the long run, weakening firms financially.

Nixon underlings soon took up the theme and by the end of January, Richard W. McLaren, head of the Justice Department's Antitrust Division, was urging an end to federal regulation of trucking, railroads and other surface transportation.

Deteriorating Service

McLaren declared that almost all the nation's railroads were in difficulty and that all surface carriers were experiencing over-capacity, while at the same time "shippers and consumers pay high rates for deteriorating services."

He laid these troubles on the ICC's "self-perpetuating" regulation and accused it of fostering a "protective environment" in which rates are allowed to rise to the level of the highest cost carrier in the market.

"Inefficiency," said McLaren, "is rewarded and, in the long run, the nation's resources are seriously misallocated."

McLaren recommended that after a suitable period in which regulations are phased out, surface transportation should operate like any other business. He said competition should be allowed to determine the price, quality and availability of transportation services.

Historical Background

Noting that the ICC was created in 1887 when the railroads enjoyed monopoly power, McLaren asserted that the commission became self-perpetuating when the competitive trucking and barge industries were brought under regulation.

"But today," he said, "there seems to be a growing belief that regulation hasn't served the nation well."

McLaren charged that regulation has led to high freight rates based on the value of the commodity transported and that the rates bear little relationship to the lowest cost available in transporting a given commodity.

Regulation, in addition, limits the entry of new competitors into surface transportation, McLaren said, and "again, the stress of regulation is toward the protection of established carriers."

While some have called the Administration's quiet attack on regulation a "trial balloon," it is a coordinated, well-planned assault.

The underlying presumption based upon a fundamental Republican Party tenet is that the transportation industry would be healthier if it were regulated by the free forces of competition rather than by the rules and procedures of a regulatory agency.

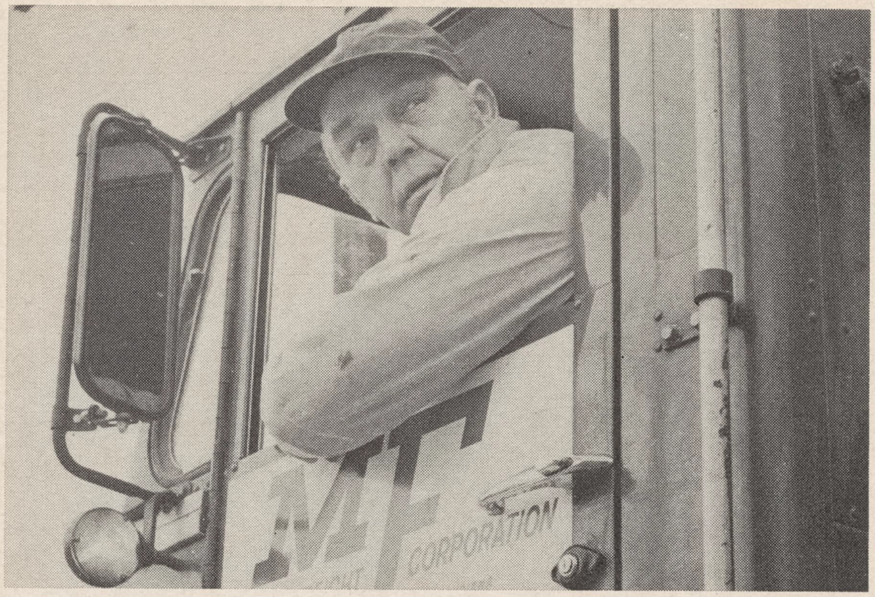
Along this line, the President's Council of Economic Advisers—in its annual report—remarked that the ICC's powers have been exercised to restrain competition rather than to promote it.

The council made a strong case for abolishing, or at least substantially revising, transportation regulation.

It made a strong attack on the limited entry permitted into common-carrier trucking, and the restrictions on cargoes and routes imposed on trucking companies in the process of getting an ICC certificate. Both policies, said the council, inhibit new competition and force inefficient use of resources on the companies already on the road.

A President's Testimonial

Jesse Webster, former president of Teamsters Local 779, Lexington, Kentucky, was honored at a testimonial dinner which was sponsored jointly by Teamsters Joint Council 94 and the Kentucky-West Virginia Conference of Teamsters. Webster held the office of president from 1948 until his retirement in December, 1970. He also served as a trustee of Joint Council 94 and the Kentucky-West Virginia Conference. Pictured from left to right are: Paul W. Priddy, president of Joint Council 94 and E.A. Carter, president of Joint Council 84, who is awarding a plaque to Webster.



Lawrence Weber, member of Teamster Local 100, is set to take off with his load of food and clothing for victims of the Hyden disaster. Enough supplies were collected for 150 people for at least two weeks.

Food for 150 Persons

Newspaper Ad Brings Teamster Aid to Mining Disaster Victims

Lawrence Weber, a member of Teamster Local 100, Cincinnati, Ohio, answered an ad in a newspaper and as a result, directly or indirectly, brought comfort and food to about 150 persons for several weeks.

The ad sought donations of food and clothing for families of 38 miners who lost their lives last December 30 in the Hyden mine disaster that shocked the country. Weber, a 35-year member of Local 100, went to the terminal manager of Motor Freight Corporation, his employer, and explained what he had in mind.

Weber said if the company would donate use of a tractor-trailer, he'd take charge of collecting enough supplies to fill it and would drive it to Hyden on his day off.

Company Agrees

The company agreed and Weber and his wife went to work. At the end of three weeks they had collected enough food and clothing to fill the 40-foot semi-rig.

Neighbors, friends, churches, food stores and especially Boy and Girl Scouts had canvassed door-to-door to collect enough food and clothing to last 150 persons at least two weeks. In addition they collected fresh fruits and vegetables and even eight cases of new toys.

For those involved in the mine disaster, it was a miracle. Weber said, "there have been other donations. But the need is still great and will be for some time to come."

● In Florida

Workers employed by a paint manufacturing firm in Sanford, Fla., voted for representation by Teamster Local 385 of Orlando, Fla., in a recent National Labor Relations Board election.

Paul H. Parker, Local 385 president, said 10 workers at the Peninsula Paint & Plastic Manufacturers, Inc., were eligible to ballot. The count was six for the union and two against.

● Utah Win

A heavy majority of janitorial and maintenance workers employed by W & W Professional Maintenance in Ogden, Utah, voted for representation by Teamster Local 976 in a recent National Labor Relations Board election.

William Masters, Local 976 president, said 50 workers were eligible to ballot. The vote was 35 to 3 in favor of the union.

Iowa Local Wins NLRB Decision

The National Labor Relations Board agreed with the trial examiner in a recent decision that Central Distributing Co., Inc., of Marshalltown, Iowa, unlawfully refused to bargain with Teamster Local 790 of Marshalltown.

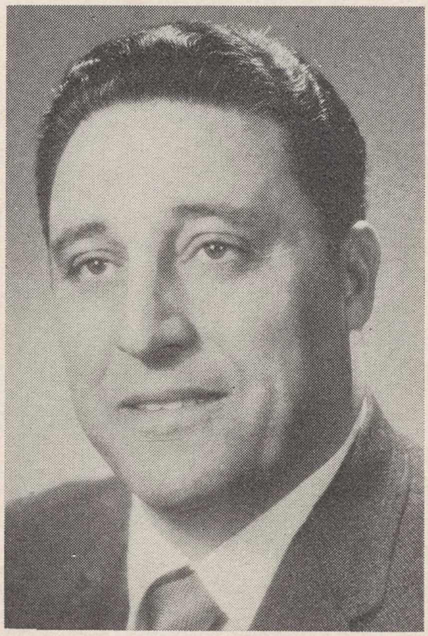
The case also involved the firings of two drivers and other action by the company as a reprisal for union activity.

Flagrant Acts

The examiner said the company's unlawful acts were so flagrant and coercive as to make it unlikely that their effects would be neutralized by conventional remedies so as to produce a fair election. He concluded there was a bargaining violation and that a bargaining order was warranted.

Central Distributing was ordered by the Board to cease the unlawful conduct, bargain with Local 790 upon request, and offer reinstatement to the two dischargees and make them whole for losses suffered.

Appointed



The White House recently announced the appointment of Frank Cannizzaro, trustee and business representative of Teamster Local 210 in New York City, as a member of the National Advisory Council on Vocational Education. The 21-member council is responsible for assessing the progress of vocational programs throughout the nation and for making reports to the Secretary of Health, Education and Welfare for transmittal to Congress.

Indian children receive knitted mittens and caps from Davey's co-worker, F. Waggy. Davey spends upwards of 20 hours a week collecting, sorting and packing food, toys, furniture, clothing and a host of other items, including some the Indians could not use.

Textile Win Scored In Tennessee

Teamster Local 549 of Kingsport, Tenn., has been certified as the bargaining representative for more than 100 employees of INCOPA Industries, Inc., of Bristol, Tenn.

Maxwell King, Local 549 secretary-treasurer, said there were 88 ballots cast in a representation election conducted by the National Labor Relations Board at INCOPA, a subsidiary of a Boston, Mass., processor and coater of textile fabrics.

King said 56 votes were cast for the Teamsters, 32 against, and 15 ballots were challenged.

In Arizona

Crusade for Navajo Indians Spearheaded by Teamster

Three years ago Danny Davey was hunting elk in northern Arizona when Navajo Indians forced by hunger to abandon their cultural pride asked him for any extra food supplies he could spare.

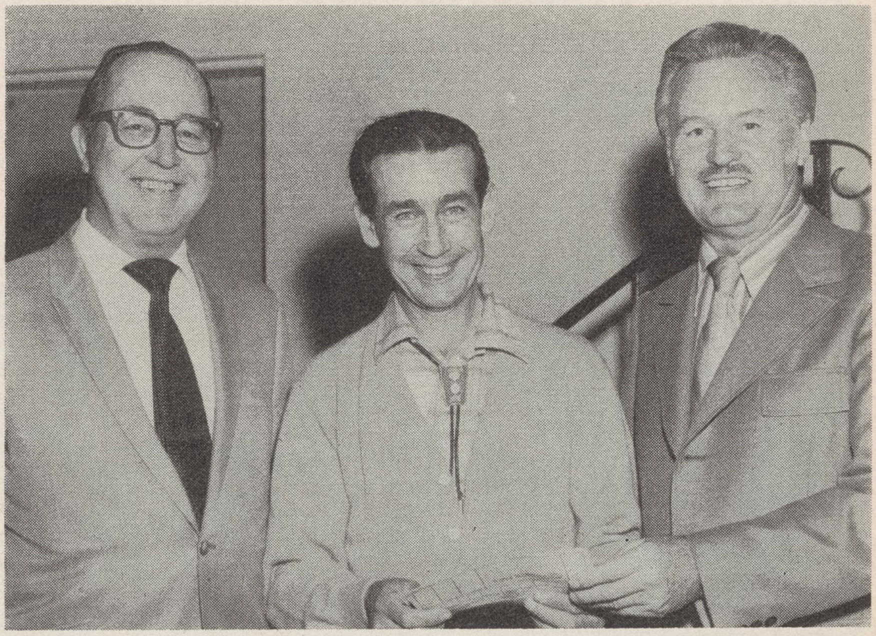
Since then he's been hunting supplies for the Indians with greater intensity than he ever hunted elk. Last Christmas, Indians on remote northern Arizona reservations received some 27,000 pounds of food, clothing, household goods and toys due to the generosity of a host of people. But the sparkplug of the entire operation was Davey, a member of Teamster Local 952, Orange, California.

Davey has outgrown the small pickup van he used to drive over the rugged roads and trails. Today, multi-unit caravans like the tractor and trailer from the Teamsters Transportation Opportunity Program transport the many tons of needed goods he collects. And he has a full blown warehouse.

During Christmas, Davey, with a cash assist from Local 952 secretary Lee Kearney for gasoline, and a truck from TOP with student driver, Ray Walter, Don Sanborn, director, Steve Stockdale and Scotty Chancey made the 1,600-mile trip through blizzards to remote outposts like One Mesa, Tees Toh, Polacca, Steamboat and St. Anne Mission at Klagetoh on the 65-foot rig.

Driving was impossible with ice, snow and blizzards blinding the trails and the flu bug hit the entire crew midway in the trip to make matters worse.

But every one of the men admitted it was worth the effort when the Hopi and Navajo Indians ran out to meet them. The children were overjoyed with their gifts of candy and toys while the women were grateful for the food and clothing. The men stood apart in dignified silence.



Helping to get 27 tons of food, clothing and toys to remote Indian tribes in northern Arizona this Christmas were Lee Kearney, (right) Teamster Local 952 secretary, with a check to help pay expenses and Don Sanborn, (left) TOP director who made the trip and furnished the 65-foot rig which carried the supplies. Danny Davey, (center) has been the sparkplug of the crusade to help the Hopi and Navajo Indians.

New Congressman Says:

Stronger Penalties Needed On Anti-Union Companies

The nation's labor law is not working as well as it should to protect workers who are fired for union activities, Rep. Les Aspin (D-Wisc.) told a staff conference of the Allied Industrial Workers here.

Even though workers have been awarded their jobs back by the National Labor Relations Board, too few of them have actually been able to return to their jobs, or to stay for any length of time on their jobs, Aspin said.

The congressman—who was recently elected to his first term with the support of organized labor—based his comments on a study he made in 1962-64 while at the Massachusetts Institute of Technology. Aspin has a doctorate degree and his field is labor economics.

Aspin said "company opposition" was the main obstacle to effective enforcement of the national labor law.

Commented Aspin:

"Since the Wagner Act was passed in 1935, the law has clearly stated that 'employees should have the right to self-organization, to form, join or assist labor organization . . .' There is ample evidence among companies in our study that this right has not been fully accepted."

Such companies which continually violate the law, he said, are only "one element of the business community." He said that of the 71 companies in his study that were found to have violated the labor law, only one was a company with a national reputation.

Aspin said his study concerned mainly whether those employees who were offered chances of reinstatement to their jobs after firing were actually able to go back to work and to retain those jobs.

Details of Study

He found that of the 194 workers involved, 155 wanted reinstatement; yet, only 85 actually were reinstated, and of those 85 only 25 were still on the job two years later.

In most cases, the workers who chose not to seek reinstatement settled for back-pay, usually as a result of an agreement with the company not to seek their old jobs back if they would accept back-pay.

The major reason workers didn't go back, he said, was because of fear of the company, which had been able to communicate the feeling that if the worker did go back to work, the company would make it rough for the worker.

Aspin said "a whole battery of new weapons will be needed" to fight companies which repeatedly violate the law.

Stiff Fines Urged

He called for stiff fines to repeat violators. "There is evidence in our study," he said, "that some companies repeatedly and deliberately violated the law simply because it cost less money to break the law than to accept the union."

Aspin recommended the following:

- Triple back-pay to those workers who were wrongfully fired.
- Widely publicizing unfair labor practices.
- Stronger efforts by the NLRB to encourage workers to seek reinstatement.
- Wider use of injunctions by the NLRB to force employers to return the employee to his job while the case is being studied.
- Unions should take a strong role in following up cases and finding ways to ease the financial burden facing employees who were fired.

Union Driver Wages Gain 10% in Year

Hourly pay of union truck drivers and their helpers increased 39 cents—or 10 per cent—during the year ended July 1, 1970, to an average of $4.36 according to the Bureau of Labor Statistics.

The advance was the highest since the 14.5 per cent increase during the July 1, 1946—July 1, 1947 period.

For drivers alone, said the BLS, wage rates averaged $4.41 on July 1, 1970, up 40 cents from the same date a year earlier. Rates for helpers went up 35 cents over the year to $3.91.

The BLS said that during the latest survey period, 96.7 per cent of union drivers received pay increases. Rates moved up for 93.4 per cent of union helpers in the same period.

Set for Life

Murray F. Loflin, (center) represents the first group of office employees organized by Teamster Local 592, Richmond, Virginia, to retire under its pension plan. Loflin worked for Associated Transport, Incorporated for 37 years prior to retiring. Although he was only a member of the local for little over three years he shall receive monthly retirement benefits for the rest of his life. Pictured with Lofflin are W. A. Hodson, president of Local 592 (left) and James C. Shelton, business agent.

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

DRIVE REPORT

For All America

Fitzsimmons Calls for Passage of National Health Security Legislation

(EDITOR'S NOTE: Teamster General Vice President Frank E. Fitzsimmons was a recent witness before the Senate Labor and Public Works subcommittee on health, where he testified in favor of a National Health Plan. Fitzsimmons is a member of the Committee for National Health Insurance. Excerpts from his testimony appear directly below.)

I can tell you from direct experience that Teamsters have labored long at the bargaining table over the years to negotiate adequate health benefits for our members. What we have accomplished—and I think it is considerable—we have done on our own through collective bargaining with no help from either private foundations or from federal government.

However, the hard fact is that it is daily more difficult just to keep up with maintaining present benefits, even with increased employer contributions, let alone the logical objective of providing members with more comprehensive care which is also the objective of health care bills under consideration.

Our fruitless bargaining attempts to keep up with ever spiraling health care costs is one of the major causes why organized labor is solidly behind the Health Security Act. This explains why labor and most Americans look to the Congress to provide a new and better and more efficient system of providing quality health care in America.

We commend strongly, Mr. Chairman, the provision in the Health Security Act which would finance national health insurance on a budgeted basis to control costs. This way, a system of effective restraints would be put on arbitrary increases in the cost of medical and health services.

As part of advance budgeting, there would be a series of reviews of hospital expenses, doctor's fees and group practice costs. Wasteful duplication of services and facilities would gradually be eliminated by withdrawal of funds.

We also commend the quality controls in the Health Security Act, largely through establishment of national standards for participation in the program for individuals and institutions providing care. Machinery would be developed to make sure standards are met, including a double

Teamster General Vice President Frank E. Fitzsimmons is shown during his recent testimony before the Senate subcommittee on health in support of a National Health Insurance Program. At his left is Abraham Weiss, IBT research director, and Dan Curlee, IBT legislative representative.

check on overuse of hospitals and other services.

Teamster interest in quality controls, Mr. Chairman, is not new. In fact, we are responsible for the most intensive study ever undertaken in this area—a study which determined whether more than 500,000 members and their dependents in the New York area were receiving quality hospital and surgical care.

The study was conducted in 1964 by the Columbia University School of Public Health and Administrative Medicine. The study was headed by the school's director, Dr. Ray E. Trussell. It was set up to show what kind of treatment was received by a sample of Teamsters and their dependents while they were hospitalized, and what an expert team of physicians thought of the treatment.

The results were shocking to many and created a considerable stir in the medical profession. Since physicians and hospitals now act essentially as their own policemen, there is unlikely to be any serious quality control—except in such very unusual instances such as the one just cited—until the system is changed.

The Results

Just look at the results of our study:

—One in five of the hospital admissions was actually unnecessary.

—Twenty of the sixty hysterectomies performed were unnecessary and another six were highly questionable.

—One out of five of the hospitalized patients received poor care and another one in five received only fair care.

—In hospitals with no approved training programs and no accreditation by the Joint Commission, nearly half of the patients received poor care.

—In the same hospitals less than a third of the physicians caring for Teamster patients were certified by an American specialty board.

—More than half of the 13 Caesarean sections were questionable.

—One in five general surgical cases appeared to have been the victims of unjustifiable delays in performing the surgery.

Those are the conclusions, Mr. Chairman. Now let me tell you about several specific cases.

In one instance of an unnecessary hysterectomy, the patient developed a blood clot six days following discharge, necessitating a second eight-day hospital stay. The surveyor noted that if an unnecessary operation had not been performed in the first place, a second admission would not have been required.

A case judged poor was that of a hospitalized middle-aged man who had complained of stomach pains "off and on" for four months. A great deal of laboratory work was done but, the surveyor commented, "the massive investigation was on a school-boy level. It covered the waterfront and never followed through on the intestinal complaints that were the major cause of his admission."

Mr. Chairman, I don't know whether the findings of our survey would be valid if we could apply them to all citizens. But, even if it can be assumed that they were only 50% valid, the results would justify the immediate adoption of the Health Security Act with its quality controls.

Because the Teamsters have long been concerned about quality health care we have, in the last decade, undertaken a number of pioneering programs to test various mechanisms in preventive care and comprehensive treatment.

Four of these have been:

1. A mobile health examination unit has for the past four years been going from cannery to cannery in California to examine Teamster members to determine whether they have any undetected health problem. This is an on-premise type of examination, with employees given free time off under a program which is underwritten by the employer in accordance with our contractual relations.

2. In the Greater Philadelphia area, a pilot program was undertaken for the more than 25,000 Teamsters and their families to give regular and free dental exams to determine the need for further care. (See Attachment No. 5)

3. In 1966, the Teamster Joint Council 16 and the related Trust Fund set up a two-year pilot medical program to provide comprehensive care for a selected sample of Teamsters and their families.

4. Many unions on the West Coast are seriously concerned about the broad scope of adequate and quality health care for their members, and present failure through existing systems to achieve those objectives. Under the leadership of the Western Conference of Teamsters, they have formed the California Council for Health Plan Alternatives. Briefly, the California Council plans to pool the strength and good sense of unions there to assure the union member and his family the best possible care his employers' contributions can buy:

—Make their collective voice heard in dealing with organized doctors and hospitals and other segments of the health industry, in developing adequate standards of care, in planning the necessary facilities;

—And, encourage new ideas and experimental programs to provide real and effective competition for existing plans.

These four examples—and a number more which I haven't specifically mentioned—have proved to be highly successful examples of our search for preventive medicine and quality care programs for our members.

At this point, I would like to say that under a national health program, we need to rationalize the organization of medicine. We must develop economical and reliable systems and subsystems of providing medical care. This means that we have to know who needs care and how to provide it most efficiently and economically.

The Administration program uses the present health insurance industry as its foundation to build a "national health insurance partnership." Within limits, the health insurance industry has provided some protection to people who are ill in meeting part of their medical costs.

Preventive Medicine

But, the health insurance industry has fallen down in what should be the corner stone of any health program; namely, the field of early detection of illness—preventive medicine.

Unfortunately, I see nothing in the Administration proposal to spur the insurance industry to shift its focus from reimbursement of medical costs to keeping people healthy.

It is true that the Administration proposal provides for establishment of a new type of organization called Health Maintenance Organization (HMO).

But, this still remains to be organized, developed, and put into operation. Meantime, millions of workers and their families covered by existing health insurance policies find that they have to pay out of their own pocket to find out whether they are well or ill. There is nothing in the Administration proposal, as I read it, which would enlarge present insurance company policies to cover health check-ups—preventive medicine—and I see this as a major defect.

This is why a number of Teamster local unions have had, in recent years, to set up their own screening and testing programs to fill this major void in the health care system.

Our local unions have had to undertake and expand screening and testing programs because they were not provided under insurance plans, despite the self-evident fact that early detection of illness can materially influence the duration and expense of treatment.

Multi-phasic screening and similar physical examinations have a positive value in detecting illness. Early detection means improved chance of cure, less prolonged illness, fewer expensive procedures, most efficient use of medical manpower and facilities, and freeing scarce medical resources for other patients.

Health checkups keep people well. That should be a key objective of any health care plan.

Health testing, leading to preventive maintenance is the foundation for quality and efficient medical care, and on this point, there is no requirement that insurance plans provide for reimbursement for testing in the Administration approach.

Why do I stress health testing as a form of preventive maintenance?

Because over the years we have gained experience in the beneficial results of such testing programs.

Take, for example, the California Cannery Workers program.

During the three years the screening program has been in effect nearly 85,000 examinations have been made. The most recently reported results of these examinations show that in 1969:

—Of the 21,000 people examined, more than two in five had one or more abnormalities.

—More than one out of three of the people with detected abnormalities did not know they had them nor did their physicians.

—Even tests physicians often administer routinely—such as blood pressure—revealed nearly 25 per cent positive findings which were previously unknown. (See Attachment No. 3.)

Of course, all those who had conditions requiring treatment were referred to physicians. Appropriate follow-up programs were instituted to assure treatment was given where needed.

There can be little doubt, Mr. Chairman, that over the years this testing program has prevented thousands of more serious illnesses from occurring due to early detection. We have no way of knowing, of course, but it's very likely that scores of lives have been saved.

Our disagreement with the Administration approach is especially in the following three areas:

1. It does not offer a solution to runaway health care costs which now exceed $70 billion annually—nearly three times what it was ten years ago—while the Health Security Program, as I have pointed out, would hold down the rising costs.

2. The Administration program unfortunately perpetuates a myth that the needs of the consumers and the providers and insurance companies are one and the same. Obviously, this is not so. The Health Security Program, on the other hand, assures that consumers will have a meaningful role at every administration level, and consumer organizations will be given technical and financial assistance to establish their own health care programs.

3. The Administration's proposals for greater support of medical education and for development of health maintenance organizations are imprecise in essential aspects, but are generally commendable. But, we need to put ten times what has been recommended into immediate planning and development support for prepaid group practice, or—as the Administration calls them—health maintenance organizations.

Additionally, we fear that close examination of the administration approach will show that we are about to travel again down the same road toward national health care which has brought us to our present crisis.

Mr. Chairman, we in the Teamsters marvel at the magnificent techniques of health care treatment. While we have not seen them as a television spectacular, we know that development of medical science in this country compares or surpasses technology which has landed men on the moon.

Now, I submit, is the time to implement the process — through the Health Security Act—of bringing methods of providing health care abreast with miraculous techniques of medical treatment. We can no longer stand by and watch citizens suffer or die, often with accompanying bankruptcy, solely because we do not have efficient medical logistics to put them with the doctor who has the knowledge and wherewithal to prevent needless suffering and death.

Mrs. Hoffa Addresses Retirees

Mrs. Josephine Hoffa, national director of DRIVE Ladies Auxiliaries, addressed retirees of Teamster Local 85 in San Francisco, Calif., recently and urged them to continue the battle for trade unionism in retirement as they did while active members.

"I suggest to you," said Mrs. Hoffa, "that active participation in the legislative and political process is an excellent area in which you can serve."

The wife of General President James R. Hoffa told the retirees: "You know well the problems of those still working in the warehouses, driving the nation's trucks and working in the industrial plants and service industries."

Mrs. Hoffa noted that the Teamsters Union has the organization through which to channel legislative and political efforts—DRIVE and the Local 85 retirees organization, adding:

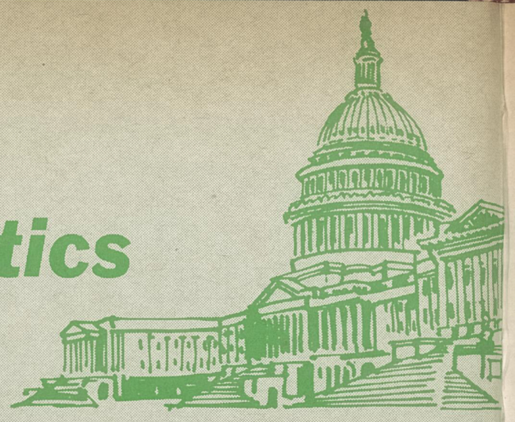
"With your background and your experience—with your bond with the Teamsters Union—I urge you all to pitch in and help."

Mrs. Hoffa stressed that the labor movement today is fighting anti-union legislation in the Congress as in days past. She said:

"We are supporting measures to make adequate health care available to every living American. We work year-around to support our friends and defeat our enemies."

Mrs. Hoffa concluded: "As national president of DRIVE Ladies Auxiliaries, I invite you and urge you to take up the battle as you have done so well in the past. We need your help and proven hand of service."

SPOTLIGHT ON Legislation and Politics



- **Filibuster Continues**

The Senate filibuster will continue to ring out on Capital Hill. A fourth and perhaps final effort this year to change Rule 22, the rule which makes filibusters possible and a minority able to frustrate the will of the majority, lost by eight votes. The vote was 55 to 39 to invoke cloture, not enough for the needed two-thirds. Failure to ease the filibuster rule rests directly with Vice President Agnew who presides over the Senate. Agnew had the power to rule that the Senate is not a continuing body and could set its rules by a majority vote.

- **Davis-Bacon Legality**

Governor John J. Gilligan has added Ohio to a growing list of state administrations which oppose President Nixon's suspension of the Davis-Bacon Act and are refusing to go along with his action. The stand being taken by state governments is important because more than 35 states have "little Davis-Bacon" laws and in suspending the federal law Nixon asked them to nullify their statutes. It is expected that states' legal attacks will challenge Nixon's assumption of a "national emergency" in the construction industry and his authority to suspend the law—a move unprecedented in its 40 years of existence as well as the pre-emption theory.

- **Labor Executive**

The Department of Labor, which was established to be a voice for America's workers now has a top executive from a New York investment firm as its top administrative official. He is Frank G. Zarb, 36, on leave of absence as executive vice president of CBWL-Hayden Stone, Inc. of New York. He fills the post of Assistant Secretary of Labor for Administration. Zarb succeeds Leo R. Werts who recently retired after holding the post for many years.

- **Construction Crisis**

A congressman has warned the nation's largest group of builders that "the rampant wage escalation" in the construction industry has created a crisis that could seriously affect the economy. "The construction industry is experiencing a crisis that could have grave consequences for the American economy," Rep. John B. Anderson, R.-Ill., a member of the House Rules Committee, said. He told the closing session of the 52nd annual convention of the 9,000-member Associated General Contractors of America that their industry has failed to meet the country's growing housing needs.

- **Judiciary Prodded**

President Nixon said that state and federal courts must improve dramatically "to reinstate a respect for law in all our people." Pledging federal financial help and his personal commitment to judicial reform, Nixon told a convention of prominent judges, lawyers and educators that the basic drive for better justice demands new "imagination and daring" from the leaders of the legal system.

- **Government Chiselers**

Calling the government "the biggest chiseler of them all," the president of the American Trucking Associations said that laws exempting the government from paying the same tariff rates as other carriers should be repealed. William A. Bresnahan told a luncheon of the Chicago Traffic Club that section 22 of the Interstate Commerce Act exempts the government from paying tariff rates established by the Interstate Commerce Commission.

- **Housing**

Rep. Bob Wilson, (R.-Calif.) said that a new home would have to be built every 10 seconds to meet the nation's housing shortage but out-moded local building codes make it an impossible goal. The California congressmen told a meeting of architects and consulting engineers that thousands of local building codes enacted for the benefit of speculators, builders and unions prevent use of modern techniques that could speed construction and lower the cost of homes.

- **Detergents**

The FTC announced that three leading detergent makers have agreed to tone down their advertising claims for enzymes, an ingredient so controversial it is being dropped from some brands. The case arose from claims that enzymes would remove all types of stains, an allegation the FTC said was false. The agency said it was continuing a separate study of whether additional action should be taken against detergent enzymes on grounds they sometimes cause respiratory and skin ailments.

- **Product Safety**

President Nixon asked Congress for power to protect the public from avoidable hazards in consumer products that cause an estimated 20 million injuries a year in and around households. His request is a major element in a package of consumer proposals designed to provide "a Buyer's Bill of Rights." The President said that with this consumer message—his second—he was seeking in an era of advancing, complex technology to protect consumers and, at the same time, to reward responsible businessmen.

For Your Information

Working Wives

The number of working wives in the United States continues to increase at a rapid pace for the fourth straight year, according to the Labor Department.

The number of working wives with children under 18 years old reached 10.2 million in March, 1970, nearly a half-million more than in the same month a year earlier.

Annual increases in the number of working wives have averaged 520,000 during the 1966-70 period compared with an average of 200,000 in the previous 4-year period.

The total number of working wives jumped 780,000 to 18.4 million in March, 1970.

Accident Toll

The National Safety Council reports that an estimated 113,000 persons died in accidents in the United States during 1970. There also were approximately 10.8 million disabling injuries.

The total of fatal accidents was an increase of 2 per cent over 1969 with motor vehicle fatalities accounting for 55,300 of last year's deaths.

Altogether, there were 27,000 fatal accidents in the home last year and 14,000 deaths occurred on the job.

All age groups had fewer fatalities except the 14-to-24 group where there was a 7 per cent increase in accidental deaths.

Cuba Labor Policy

The official government attitude in Castro's Cuba appears to be very close in some ways to that of arch-conservative politicians in the United States.

Cuba just passed a new "anti-loafing" law imposing strict penalties on working-age people without jobs or chronically absent from work or school.

The new law—which sounds much like the voicing of anti-welfare groups in the U.S.—decrees that all males between the ages of 17 and 60, and all females between 17 and 55 have a "social duty" to work.

Dictator Castro said in a speech last September that some 400,000 Cubans were loafing and hurting the nation's economy.

Tips on Increase

The number of waitresses, bartenders and other workers regularly receiving tips of $20 or more a month in 1970 was 55 per cent higher than in 1966, according to a recent study by the Labor Department.

Confined to firms grossing more than $250,000 a year, the study showed that total earnings of 251,000 "tipped employees" averaged $2.89 an hour in March, 1970, with tips accounting for 58 per cent of the earnings.

Table waiters in restaurants serving full-course meals topped the tip list, averaging $1.97 an hour.

Detergent Assault

Congress and at least a dozen state legislatures along with numerous local governments are considering legislation to ban or regulate the sale of laundry detergents containing phosphates.

The only absolute bans so far have been local. Chicago, Detroit and Akron, Ohio, already have passed laws banning the phosphate detergents beginning in 1972. Cleveland is among the latest cities to consider such a ban.

Suffolk County in New York state has gone even further, banning the sale of any detergent whether it has phosphate in it or not.

Air Travel Drops

The Air Transport Association, which represents commercial airlines, said recently there are nearly 800 less flights daily in the United States than at the same time a year ago.

ATA spokesmen say the trend is accelerating as larger passenger planes move into the air pattern. Nevertheless, many air carriers report numerous flights moving across the U.S. with less than 50 per cent of their passenger seats occupied.

Daily Tax Bite

Somehow the Tax Foundation, Inc., has come up with a tax bite of $13.05 that every working American has to pay on a daily basis.

Of the total, $8.70 goes to the federal government and $4.35 to state and local governments.

That means, for example, that the wage earner whose annual income is $10,000 a year must work 157 minutes a day to pay his taxes.

Drugs in Industry

A recent national survey of drug abuse in industry indicates the incidence of hard drugs is fairly widespread, according to the Conference Board.

Some 53 per cent of 222 companies ranging in size from 250 to 250,000 employees reported finding drug abuse among their employees. Responses to the survey were from every part of the nation.

The survey also learned that 35 per cent of the companies provided treatment or counseling when they discovered drug-using employees; 22 per cent fired the workers, and 4 per cent notified authorities.

The remainder expressed lack of concern so far as job performance was not affected.

● IRS Offended

The Internal Revenue Service has been trying to counter "scare advertising" that pictures the new 1040 income tax filing return as "extremely complex."

Without identifying the offending tax preparation companies, the IRS claimed some firms were definitely trying to boost their business by conveying the impression "that the tax law greatly complicated 1970 returns."

The IRS claims it has improved the forms and filing procedures.

● The Tax Bite

As a percentage of Gross National Product, the tax bite in the United States is considerably lower than in Europe, according to the Tax Foundation.

Using 1968 figures, the Tax Foundation says U.S. tax revenues at all levels amounted to 30 per cent of the GNP compared with 42 per cent in Sweden, 37 per cent in France, 35 per cent in Germany, and 34 per cent in the United Kingdom.

Percentages were lower than the U.S. elsewhere, however. Australia had a 24 per cent ratio, Japan 19 per cent, and the Philippines 11 per cent.

● Strike Idleness

Man-days of strike-caused idleness totaled 2.7 million in January and accounted for 0.19 per cent of total estimated working time, according to the Bureau of Labor Statistics.

The mark was well under the 0.25 per cent ratio of January, 1970.

Stoppages involved 5,000 workers or more totaled nine in January and accounted for more than 62 per cent of all workers involved in strikes and 58.8 per cent of the man-days lost.

● Dog Diets

A study by three veterinarians in Topeka, Kan., has concluded that an all-meat diet for dogs may cause adverse effects in the animals.

Needless to say, the vets' conclusion has alarmed manufacturers of dog foods who emphasize the meat content of their products. Meanwhile, the Federal Trade Commission is looking into advertising claims for dog foods and the Food and Drug Administration is investigating dog food labeling.

The veterinarians contend that dogs fed all-meat diets develop an "all-meat syndrome" as a result of deficiencies or imbalance of calcium and phosphorus or of fat-soluble vitamins.

● Lumber Probe

The government has begun an investigation of lumber and plywood prices which have risen sharply in recent months—as much as 30 per cent in some instances.

The probe is focusing on three possible contributing causes:

1. The possibility that some lumber companies are deliberately stalling their contractual cutting of timber on federal lands to await higher prices.
2. Speculation in the new and unregulated futures market trading of wood products in Chicago.
3. Insufficient action by the Interstate Commerce Commission in getting an adequate supply of railroad cars for forest products.

● Income Tax Refunds

The Internal Revenue Service says income tax returns and refunds are running ahead of last year's pace.

Total refunds to mid-March amounted to $18.4 million—about 10 per cent higher than at the same time in 1970. The average refund has risen, according to the IRS, from $242 last year to $257.

Tax filings also are ahead of the 1970 pace with more than 33 million returns in by mid-March.

● Wholesale Prices Spurt

Average wholesale prices climbed eight-tenths of one per cent in February after a January advance of seven-tenths of one per cent for the sharpest 2-month spurt in nearly 15 years.

The Bureau of Labor Statistics attributed the steep rise to a 4.5 per cent advance in the farm products index which reflected curtailment of hog marketings due to severe weather.

Labor Secretary James D. Hodgson described the effect of rugged weather on hog prices as a short-range phenomenon.

Altogether, the all-items index of wholesale prices in February was 2.7 per cent above the level for the same month in 1970.

● Six-Member Juries

The Judicial Conference of the United States has voted to reduce the size of juries in federal civil trials below the traditional number of 12.

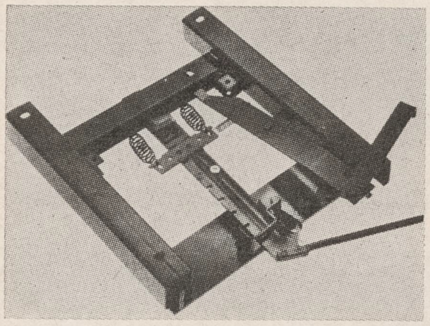
While the size for the reduced juries was not settled upon, it is expected that the 12-member jury will be sliced in half. Six-man juries have been tried in a few federal district courts in recent months and the experiment has been considered successful.

The 25-member Judicial Conference is the administrative and policy-making arm of the federal judiciary system.

It is expected that the jury reduction will reduce the annual court expense by some $4 million while speeding up the trial procedure.

WHAT'S NEW

Driver Comfort



"Backslapping," the driver's term for the forward pitch of a truck seat, is a problem of driver comfort and highway safety. A well-known truck seat constructor has tackled this problem with a device which isolates the motion of the seat from the shock of the road.

To modify the pitching action, the device is inserted under the front and the rear of the driver's seat through the use of tension and compression springs.

The device is optional equipment on all seats manufactured by this producer and it can be purchased separately for installation on practically every other brand truck seat.

●

Passing Lamp

An easily installed lamp, illustrated at right, can increase driver visibility from ordinary low beam headlights by at least 50 percent and is now commercially available. Capable of being installed on passenger cars or trucks, the lamps add an extra 50 feet of visibility straight ahead and provide double the illumination from headlights alone.

●

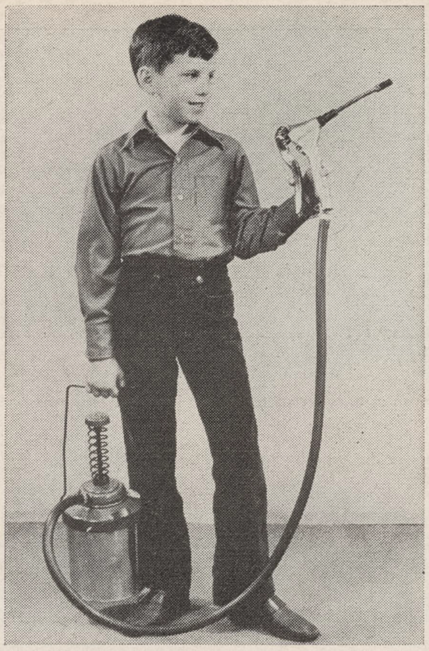
Exhaust Hose

A flexible non-corroding stainless steel exhaust hose providing for quick and easy repair of corroded exhaust pipes is now available in bulk lengths for maintenance departments.

The hose material is said to give five times the service life of galvanized exhaust connections and will not flare, sell or unwind.

●

Grease Pump



Home mechanics will find this portable, hand operated grease gun useful for any lubricating chore.

The gun requires no compressed air or electricity, so it can be operated anywhere. It fits on a 1-gallon paint can which is easily refillable.

The unit features a push button high volume, high pressure control button and it is capable of delivering pressures of more than 10,000 PSI with one hand operation. The plunger delivers 15 to 25 shots of grease with one push.

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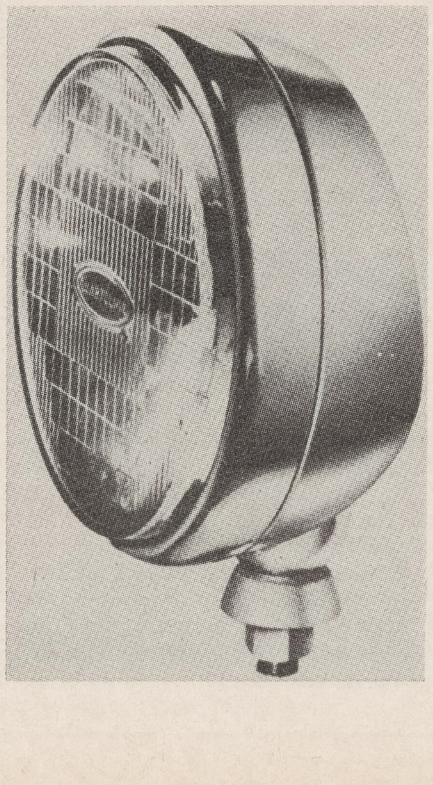
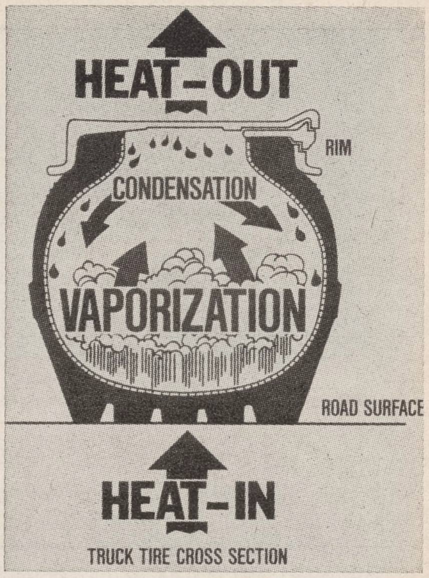


Tire Cooler



Experiments are underway by one of the largest manufacturers of auto and truck tires to produce a tire which will dissipate heat build-ups to produce better tire mileage.

As shown in the accompanying illustration, heat build-up in a normal tire usually concentrates in the area of the tread and produces temperatures as high as 240 degrees. The problem is to find some way of distributing that great heat to an area where it can be dissipated more easily.

The tire manufacturer has developed an idea which involves pouring a small quantity of cooling fluid into the tire's air chamber. When the fluid is heated to the boiling point it turns into vapor and rises to the area of the metal tire rim thus carrying off the heat through the rim. The fluid is then cooled and the cycle is repeated.

●

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Possibly Not

Little Billie was practicing his violin lessons, while his sister played with the dog. As the boy scraped dismally back and forth with the bow, the dog set up a plaintive wail. Finally, his sister stuck her head into the room where Billie was practicing. "My, gosh!" she exclaimed. "Can't you play something the dog doesn't know?"

Who Needs It?

This country has made such social and economic strides that most families manage to have all the comforts of home except money.

Real Pro

During a picnic, the boys decided to play baseball. One of the girls was determined to be the pitcher. Somebody asked her what made her think she was qualified for the job. She explained, "I pitched a home run once!"

Writes His Own

A business college displayed a poster offering "A Short Course in Accounting for Women."

It has now been withdrawn. Someone wrote across it, in a bold unmistakably masculine hand, "There is no accounting for women."

Tourist Season

Looking over the rim of a volcanic crater, one American tourist in Europe said to another: "Wow, it sure is deep and hot. Reminds you of hell, doesn't it?"

One of the native guides, hearing the remark, shrugged his shoulders and exclaimed: "These Americans! They've been everywhere."

Which?

First little boy in hospital ward: "Are you medical or surgical?"

Second little boy: "I don't know. What does that mean?"

First little boy: "Were you sick when you came here, or did they make you sick after you got here?"

Second Time Around

A man who usually took the train to work, arose late one morning and decided to drive his auto. When he opened the garage door, he found that the rear wall of the garage—the one which his wife had smashed about one month before—was still unrepaired. Highly upset, he walked to his phone and called the carpenter he had contracted to fix the wall. "You promised to have that wall finished by noon yesterday," he fumed at the poor man.

"Mr. Smith, why don't you calm down," soothed the carpenter. "Before you get too upset, let me ask you if your wife drove the car yesterday afternoon?"

Called Quits

A basketball coach who is also an ardent boxing fan often has to miss the fights shown on TV because of scheduled games. One night recently an important bout was coming up and he asked his wife to watch for him and tell him the results. After the game he rushed home eagerly. "Who won?" he asked.

"Oh," said his wife, "nobody won. One of the men got hurt in the first round and they had to quit."

Misery

Joannie considered herself the most popular girl in the world. "You know," she said with characteristic smugness, "a lot of men are going to be miserable when I get married."

"Really?" said her date, stifling a yawn. "How many are you going to marry?"

Someplace Else

After trudging through the dense brush for hours and hours it became apparent to the members of the hunting party that they were hopelessly lost. Angrily, they turned to their guide.

"You told us you were the best guide in Michigan," one of the hunters snapped.

That's right," protested the guide, "but I'm pretty sure we're in Canada by now."

Texas Treat

A New Yorker, who spent a short vacation in Texas alone, returned home, bringing his wife several coats, a Cadillac, and pockets full of money.

"And how were you able to get all these things?" She asked.

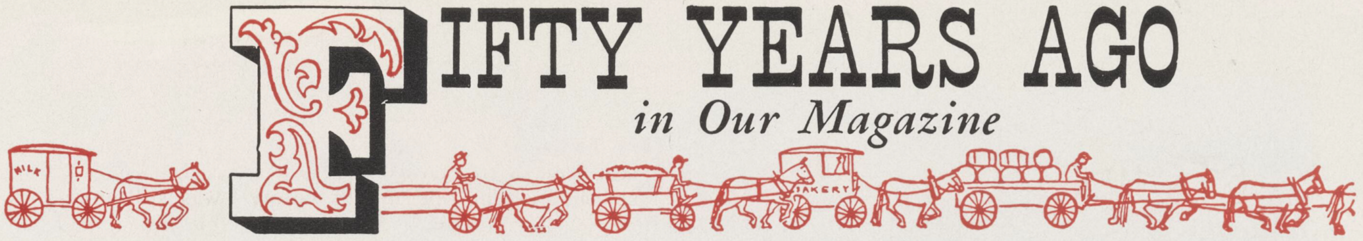
"Shucks, honey," he replied, "I was in Houston during Halloween and went out playing trick or treat."

Definitions

Governor—A device attached to every state to keep it from going too fast.

Grandma—A lady who keeps your mother from spanking you.

FIFTY YEARS AGO
in Our Magazine



Vol. XVIII *(From the April, 1921, issue of the TEAMSTER)* **Number 4**

Britain Introduces Jobless Insurance

Eight million British workers become automatically insured against unemployment under the unemployment insurance act of 1920, which has just come into operation in England. This new act extends compulsory insurance against unemployment to practically all persons in receipt of remuneration not exceeding 250 pounds a year.

After a "waiting period" of three days of unemployment beneficiaries become entitled to 15 shillings a week for men, 12 shillings for women, 7½ shillings for boys under eighteen and 6 shillings for girls under eighteen.

To qualify for benefit an insured person must not quit his or her job without good cause, and must not have been discharged for misconduct or have gone on strike. There must also be no refusal of a suitable job offered, and should a dispute arise on the question of "suitability" the insured person may appeal to a court of referees. Not more than fifteen weeks' benefit may be drawn in any one insurance year.

Employers Happy With 'Free-Riders'

Some employers are strong in their defense of the non-union worker in taking all the advantages which the union has given to a craft without assumming any of the cost of belonging to a union. The union men fix the craft's wages and hours of labor. The non-union man accepts these conditions and declines to hold up his end. The employers really don't think this is a square deal. Most of them would fight if they were accused of doing a similar act with their own associations.

Nationwide Campaign Launched To Promote 'Open Shop'

FOR the past several months, a campaign has been conducted by a group headed by the National Manufacturers Association on the issue of the "open shop in industry." This movement has been actively supported by the various chapters of the National Chamber of Commerce and has found allies among other financial interests from one end of the country to the other.

Organized labor rejects both terms, "closed shop" and "open shop." In reality these terms only cloud the issue. The issue is—union shop or non-union shop—and the choices are clear. In the non-union shop, the employer is absolute. He is the judge, jury and hangman. No industrial democracy can exist in the non-union shop.

Employers argue that there is a third alternative, they claim every worker has the right to quit should he find conditions too unbearable. This argument is just as rediculous as saying that if a man finds his food is tainted, he should stop eating. The real alternative is to expose the situation and put pressure on the supplier so that he will buy only untainted food. Likewise, this is what the employee must do to establish better conditions for himself on the job. Without the pressure of unionism, no employer would move to better the conditions of his employees, there is just too much surplus of labor for him to place any value on his own employees.

The Scruples of the 'Open Shop'

A local chamber of commerce has been spreading the idea that no man should be "forced" to join a union if his "concientious scruples are against it."

What are the scruples of the "open shopper?"

The non-union man, by accepting lower wages and longer hours, sets up the standard of living for the entire craft. He may degrade the men who required years of hard work to bring themselves up to their present social and economic level. But what about the non-union man who demands and receives everything that the unionists ask for?

True, it may be said, he is not degrading the workingmen. That may be so, for the present. The time may come, however, when the workingmen of his craft may have a grievance which will require a united protest against the unfair treatment of the employer. Outside of the organization, that non-union man may become a menace to the interests of all his fellow workers even though he is receiving union wages and working union hours. He may be and, in his disorganized state, usually is used against his fellow workers. Yet, he is all the time receiving the benefit of the years of sacrifice and hardship of his fellow workmen without assuming any of the obligations of the union. He is quite willing to have others fight his battles, without subjecting himself to the perils of the warfare, and in nearly all cases on record his "conscientious scruples" against joining the labor unions consist simply in an unwillingness to assume these obligations.

Profiteering Continues

There was profiteering in sugar, and the profiteers got away with it. They bought it up and held it till the world would pay the price. The profiteers would still be at it if the banks had not called in their loans.

That there is profiteering in coal there is no doubt whatever. It will continue so long as there is no way of getting at the speculators. With nothing more than a conscience as a guide, they will profiteer till hades freezes over.

That's a profiteer—a man who will grab off all the profit he possibly can, regardless of the moral aspect of his operations. He is concerned only in getting by. Whether his operations are right or wrong; whether people are able to pay or not; whether the poor suffer or not; whether honest business suffers or not—if he can get by, he doesn't care.

He's a traitor to confidence, to business, to brotherhood, to his fellow men. He is more dangerous to mankind in its struggle for peace than the wildest beast. He violates every principle which regulates community life. He outrages every rule mankind has established through the ages by which human beings could hope to trust each other.

MOVING? **Insist on Safe**

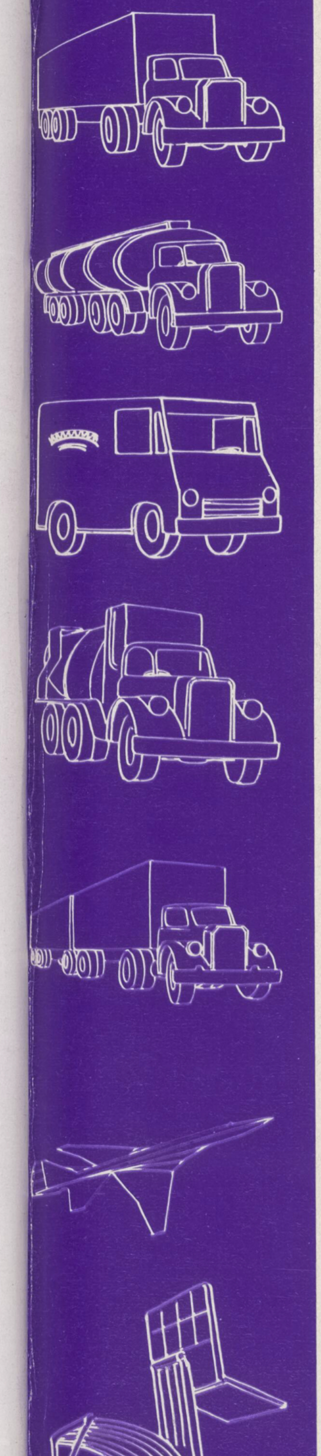
TEAMSTERS SERVICE

I. B. OF T. C. W. & H. OF A.

THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

MAY 1971



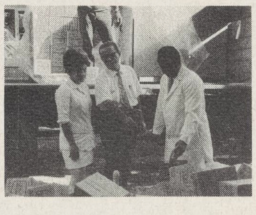
Warehouse Division Meets

Gum Plant Goes Teamster

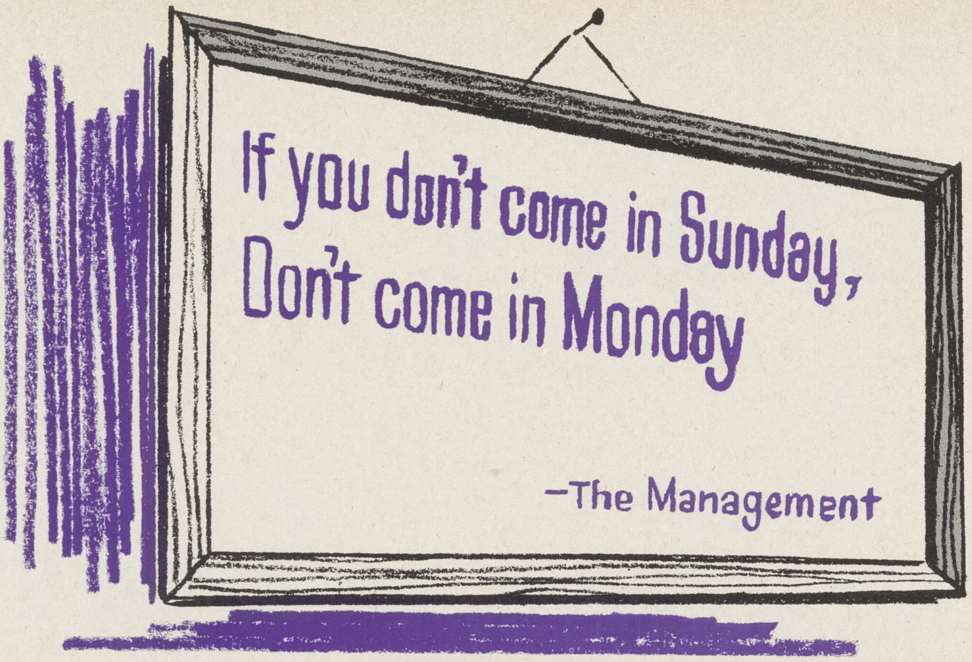
Armored Car Pact Negotiated

Teamsters Support Palsy Telethon

Teamster Drivers Honored for Safety



Vitamins Help Puerto Rican Clinic



LABOR'S PLACE IN HISTORY

WHENEVER there is a situation in which a phalanx of union members strikes an unfair employer for a period of months—and the dispute attracts a lot of attention—the question is often put by the news media: What are the strikers gaining?

Many newspapers, goaded by anti-union advertisers, in the past have published front-page box scores on a daily basis to illustrate man-hours of work lost and wages lost. Some have even gone to the trouble of regularly figuring how many years it will take the strikers to make up their lost wages.

The point is not lost on the reading public. People soon begin to discuss—on buses going to work, in restaurants, and while waiting in line at a ball game—what it begins to think of as a "useless" strike.

Only a few strikes have ever been useless and then mostly because of mutual gross miscalculation by management and labor representatives. Other strikes have been miserable mistakes because of individual bad judgment, wildcatting, poor timing, the wrong weather, lack of gumption and a dozen other reasons.

When thousands of men walk off their jobs and stay off their jobs for months, however, then the strike can hardly be categorized as pointless or mistaken. Rather, it is a matter of desperate principle dedicated to a goal. This is the only reason men will stay from their work so long.

So the public asks: What are the strikers winning?

In a way, it all goes back to a famous sign that used to hang on the wall in manufacturing plants, livery stables, roundhouses, warehouses and wherever else working men labored in large groups. The sign, a very common sight a century ago, read:

"If you don't come in Sunday, don't come in Monday—The Management."

That is why men sometimes strike their jobs for months: To defy an attitude of the boss.

The boss who will say, "If you don't come in Sunday . . ." is also the boss who will refuse to grant pay increases; refuse to honor job security; refuse to adjust work hours; refuse to recognize grievances; refuse to correct unsafe working conditions, and most of all—refuse to give recognition to a union of men.

In short, he is the boss who believes that to achieve business success he must strip dignity from the workmen who, by the sweat of their brows, create that success. He is the boss who believes that maintaining a god-like control over his employees is the most certain way of amassing profits (at the expense of his employees).

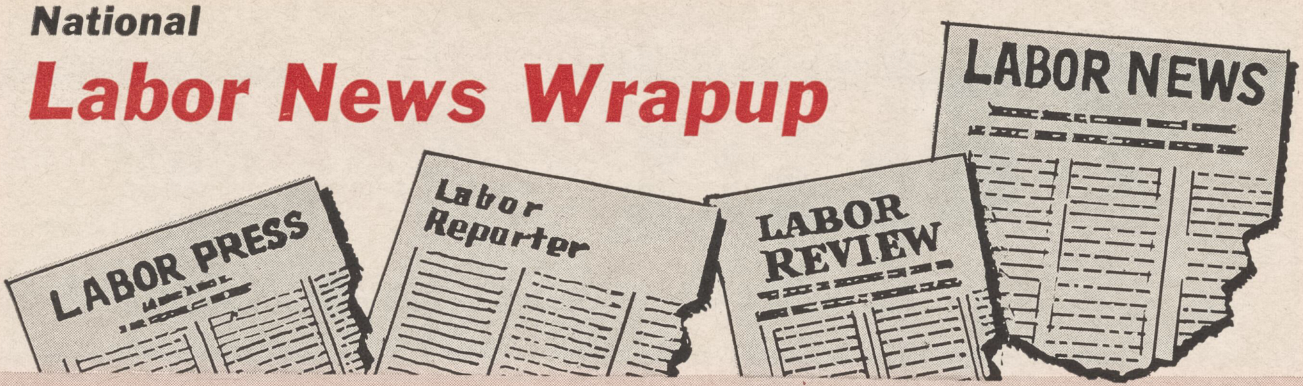
Such a view prevailed scores of years ago. It no longer is popular today. Neither is it legal. The National Labor Relations Act—nearly 40 years old—has as its cornerstone the ultimate goal of industrial peace. The principal means to that end, says the law, is the protection of employee rights and promotion of collective bargaining.

The law was conceived not in the generous congressional heart, rather, it found its birth in the strike. Because of strikers who strenuously defied the unfair attitudes of bosses, it was finally conceded by Congress in 1933 that industrial strife was undesirable and traceable to the denial of employee rights by employers.

Today, the strike remains an honorable and acceptable method for working men to assert their views of their jobs. It permits them to continue rejecting the "If you don't come in on Sunday . . ." concept that occasionally rises up from the spiteful dust of yesteryear.

National

Labor News Wrapup



SACRAMENTO, CALIF.—Two bills that would extend unemployment insurance coverage to nearly 1,600,000 presently excluded California workers, including farm workers, public employees, household domestics and employees of non-profit organizations, have been introduced in the California legislature. Both have been sponsored by the California Labor Federation, AFL-CIO.

WASHINGTON, D.C.—A major drive has been kicked off in the House of Representatives to increase the minimum wage to $2 an hour and to extend coverage to as many as seven million additional workers. The proposal has the solid backing of the House Democratic leadership. It was introduced by Rep. John Dent (D-Pa.) and is being pushed by Speaker Carl Albert of Oklahoma and Rep. Carl Perkins (D-Ky.), chairman of the House Labor and Education Committee.

PHILADELPHIA, PA.—Although child labor was outlawed in the 1930's, a fourth of today's farm laborers are children under 16—some as young as 6, the American Friends Service Committee has found through a study made last year. Some of the kids work at stoop labor for as long as 10 hours a day.

WASHINGTON, D.C.—In a decision that may have rippling effects, a federal court ruled that laws and regulations forbidding strikes by employees of the United States and District of Columbia do not contravene the Constitution. The decision rejected a challenge of a strike-ban law by the United Federation of Postal Clerks.

WASHINGTON, D.C.—The American Federation of State, County and Municipal Employees and the National Education Association recently joined together as the "Coalition of Public Employees Organizations." Primarily, the coalition will serve as a lobbying and political action group. AFSCME and NEA said they would support each other at the local level in strikes and other collective bargaining situations.

HELSINKI, FINLAND—After winning a seven-week strike and a 16 per cent wage hike, union metal workers were highly amused to find their employers pulling a favorite propaganda trick of American employers. The Finnish bosses deluged the country with press statements that "it will take the workers seven years to make up the money they lost during the walkout." Commented one metal workers union leader, "You have to be pretty brainless to swallow a piece of nonsense like that. The crack about seven years asks you to assume that we won't be back after more pay raises in the next few years and building new increases on top of the 16 per cent we've just won."

WASHINGTON, D.C.—Pointing out that "our members request your help, not your tears", Paul Jennings, president of the International Union of Electrical Workers, urged President Nixon to give his support to the enactment of import quotas and other measures to save the U.S. electronics industry.

NEW BRUNSWICK, N.J.—Ten members of unions in New Jersey have graduated from a nine-week course to better acquaint them with the workings of state and federal government labor programs. The course is operated jointly by the Rutgers University Extension Division and the State Department of Labor and Industry.

WASHINGTON, D.C.—"Substantial wage increases" were given top priority by the Communications Workers in their list of goals in bargaining for 500,000 workers it represents in the Bell System. CWA President Joseph A. Beirne told a press conference that "our studies, research, facts and figures reasonably demonstrate that a 25 per cent increase in wages in a one-year contract is justified."

WASHINGTON, D.C.—The extent to which the states are failing to extend the eligibility period for long-term unemployed has been revealed in a report made by the U.S. Department of Labor. Fifteen states have extended the benefit period under the terms of the "extended benefits" provisions written into law last summer. Thirty-five have not. Of these 23 states which have reached or approached the "trigger" level of unemployment at which the law should take effect have failed to take action.

NEW YORK CITY—The American Federation of Radio and Television Artists ratified a new three-year contract with the recording industry. Sanford Wolff, executive secretary of the 22,000-member AFL-CIO affiliate, said its national board in separate meetings in New York, Chicago and Los Angeles, and singers' caucuses in those cities and Nashville, voted overwhelming approval of it.

PARIS, FRANCE—The country's first trade union of policemen took to the streets in their uniforms to distribute leaflets assuring the citizens that they are not "fascists or sadists" but "loyal to the institutions of the republic and of democracy." Explained one union policeman, "We've been unhappy since 1968. We're more and more rejected by the public and by the government. People act more aggressive."

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THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

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Volume 68, No. 5 **May, 1971**

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Of Economic Doldrum
Plague United States

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The FIELD

Murrin Memorial Scholarship Set

Teamster Local 364 of South Bend, Ind., has approved plans to establish a college scholarship program in honor of its late president, Norman C. Murrin.

Murrin's successor, Roland Wardlow, said the first annual scholarship will be in the amount of $750 and will be granted for a 4-year period.

The grants will be awarded annually with eligibility limited to sons and daughters of Local 364 members.

Joint Council Officer Named to City Panel

Howard G. Fortier, secretary-treasurer of Teamster Joint Council 32 in Minneapolis, Minn., recently was named to the Minneapolis Capital Long-Range Improvement Committee.

Fortier's appointment was made by the Minneapolis city council.

Cleveland Local Loses President

Joseph R. Fontana, president of Teamster Local 410 in Cleveland, O., died suddenly of a heart attack recently.

Fontana began his career in the labor movement in the early 1930's and helped to organize the Retail Clerks Local 880 and the Upholsterers Unions.

The executive board of Local 410 selected Vice President Anthony J. Sara to complete Fontana's unexpired term.

Boston Driver Helps Stranded Couple

Louis J. Iannelli was honored as "Teamster of the month" for March by Teamster Local 25 of Boston, Mass., for helping an elderly couple stranded in trouble.

Iannelli was driving in his own car with some friends when he noticed an elderly couple standing in a rest area. The couple seemed to be in distress.

The Teamster stopped and found that the couple's car had gone down an embankment when they had lost a wheel as a result of lug bolts being sheered off. Iannelli used his own auto to pull the car up to the road.

Using spare lug bolts from his trunk, Iannelli put the wheel back on the car and got the couple moving again. They had suffered a flat a few miles earlier and the station mechanic had not tightened the bolts enough.

Mr. and Mrs. William J. Kennedy of Providence, R.I., thanked Iannelli profusely for his help, adding that they had been stranded for three and a half hours—"No one would stop to help us, except you."

Oregon Local Officer Takes Retirement

Carl Schaeffer has retired as secretary-treasurer of Teamster Local 569 in Astoria, Ore., after serving in the job since 1955.

Schaeffer was honored with a banquet by friends and associates. He started work as a beer truck driver and in the early 1940's went to work as a business representative for Teamster Local 324 in Salem, Ore.

After service in World War II, Schaeffer returned home and moved to Local 569 where he became a business agent again, later becoming secretary-treasurer.

Philadelphia Local Loses Retired Pioneer Officer

Charles Fels, retired secretary-treasurer of Teamster Local 156 in Philadelphia, Pa., died recently.

Fels was one of the original organizers of the local union in 1933 and became a steward shortly after the charter was granted. In 1947, he was elected secretary-treasurer and was reelected through the years until his retirement last year because of illness.

Well-known as a devoted Teamster officer, Fels also served as chairman of the Eastern Conference of Teamsters Taxi and Funeral Car Division through the years.

Boston Local 157 Loses Sec.-Treas.

Harry C. Malsberg, secretary-treasurer of Teamster Local 157 in Boston, Mass., died recently.

John F. Diamond, Local 157 recording secretary, noted that although Malsberg's health was in a declining stage in the past two years he had remained active to serve the membership.

Message of the General Vice President

Job Problem Magnifies

IT SHOULD be no secret to anyone any more that the U. S. economy has troubles which cannot be dismissed by rhetoric from either side of the political aisle.

Unemployment is running officially at 6 per cent of the work force. The 6 per cent figure is based upon the Labor Department reports, basically derived from a count of those drawing unemployment compensation. However, it must be considered that many workers have been without work for long periods of time, have exhausted their jobless benefits, and no longer show up in statistics.

I think it is reasonable to assume that the number of workers seeking work in the country is something closer to 7 or 8 per cent of the work force.

We in the Teamsters would welcome any proposal which will get our people back to work, and we don't particularly care from which side of the political fence a workable plan comes. The main consideration is that many of our fellow Americans are willing and able to work and are unable to find jobs. As a consequence, their personal miseries compound themselves, their families suffer, and plans for future education of their children or other family expectations are in limbo.

How can we stand idly by while our fellow Americans become financial disasters, really only pawns in an economic policy which has not responded to their needs?

I do not buy the proposition advanced by some that a little bit of unemployment is good for the economy. Neither do I buy propositions which advance the theory that the only way we can provide jobs for all is for workers to bear the entire brunt by clamping a lid on their wage demands.

Yet, a high Administration official the other day declared that any return to full employment must be tied to a sharp slowdown in wage increases. Full employment, he said, demands that wage increases move back closer to the long-term annual growth in productivity—and he suggests about 3 per cent.

We in the Teamsters have acknowledged for some time that the economy is in trouble. We have agreed that to continue the present course will lead to economic disaster.

However, we take a firm stand that any kind of controls, whether they be suggestive, administered through stabilization boards, or established by executive order must be applied to all forms of income.

Clamping the lid on wages only while letting prices run sky-high does nothing to control inflation and only makes the need for higher increases at the bargaining table greater.

While it's politics as usual here in the nation's capital, with no one advancing the proposition that this country can provide jobs for all at decent wages, the job picture worsens, and will get worse as troop withdrawals from Vietnam increase.

I have a little more faith in America than to believe that high unemployment, which could well see a return to soup kitchens and bread lines, needs to be a part of our national policy.

Millions of our fellow Americans are suffering today, and I say that now is the time for the Congress and the Administration to come forward with the kind of leadership offered on election day.

The problem is fast becoming one of disastrous proportions.

Frank E Fitzsimmons

Warehouse Division Stresses National Agreement

General Vice President Frank E. Fitzsimmons stressed the importance of national agreements when he addressed the National Warehouse Division meeting.

MORE THAN 180 delegates were in attendance at the policy committee meeting of the Teamster National Warehouse Division meeting in San Diego last month, as the division turned its attention to the problems of collective bargaining and organization in a time of wild inflation and ever-spiraling prices.

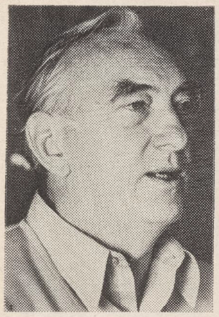
A stellar list of guest speakers was headed by Teamster General Vice President Frank E. Fitzsimmons who prodded the division to make even greater efforts to negotiate national agreements with national food chains and other warehousing operations across the country. (An expanded report of Fitzsimmons' remarks appears elsewhere in this issue of the *International Teamster* magazine.)

Delegates heard reports from Area Conference warehouse directors, and the general theme of the reports was that in today's economy collective bargaining and organizing the unorganized is a rough row to hoe.

One of the more serious problems in collective bargaining today was the topic for IBT Vice President Einar O. Mohn, director of the Western Conference of Teamsters.

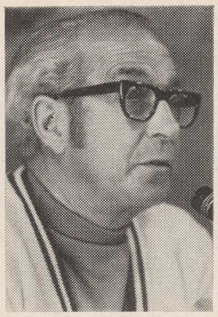
Mohn called that problem communications between the local union administration and the membership. He stated that one cannot always be popular when he is realistic. Mohn

Here's a partial view of the more than 180 delegates gathered in San Diego, Calif., recently for the National Warehouse Division meeting which lasted four days. National contracts were stressed at the meeting.


Harold J. Gibbons
Division Chairman

Robert Flynn
ECT Warehouse

Einar O. Mohn
WCT Director


Robert Holmes
CCT Warehouse

George Mock
1st Chairman

John Lyons
Host Local

cited the example of a recent strike in which advice of Conference and International Union leaders was ignored by local unions. He said the strike should have never been called, and that the membership finally made the decision for the local union and voted to go back to work.

In line with the theme of the meeting, Mohn acknowledged that the strike which he used as an example would never have occurred had the local union been a party to a national agreement with the company.

The Western Conference Director outlined the attitude of younger members who "in addition to being young, are healthy and retirement is a long way off. They want bargaining increases put into pay increases and have little regard for pension provisions," Mohn said. Mohn predicted their attitude will change as they grow older and the reality of providing for retirement years becomes evident to them.

Other IBT Vice Presidents in attendance were George Mock who served as the first chairman of the national warehouse division when it was established in the 1940's; Robert Holmes who is chairman of the Central States warehouse division; Joseph Diviny, first vice president from San Francisco; and Harold Gibbons who is current chairman of the division.

One guest speaker was a repeat performer from the Division's last meeting in Montreal, Canada, Fr. Francis Quinn, of Temple University and professor of labor relations. Fr. Quinn declared that many of the problems which face the nation today are problems for which solutions can only be brought about by the American labor movement.

He declared that many of our problems today spring from a hypnosis brought about by our own affluence. He questioned whether a system can long endure which has economic growth, no price stability, with labor demanding its right to collective bargaining and management demanding to manage and set prices, and yet the nation is beset with a six per cent unemployment problem.

The labor relations professor declared that the time for talking is over, and the nation needs some kind of program. He suggested some kind of wage guideline or wage-price control policy.

Fr. Quinn was critical of the labor movement, declaring that organized labor has become "cozy" in its success. He cited figures which show that organized labor represents some 35 per cent of the work force, the same percentage which existed 20 years ago.

Turning to the subject of youth in the labor force, Fr. Quinn declared that they are turned off by war, are concerned by continued pollution of the environment, and he reminded delegates that those who look upon the youth today as radicals must remember that the labor movement was rather radical itself when it was fighting for legal recognition.

He chided the American perspective of its stewardship of the earth which he believes is primarily focused only on gross national product. He said Americans look upon the world as "a great big cookie jar" and that we plunder our national resources and pollute the earth with the waste from our production affluence.

Another repeat speaker from the Montreal meeting was Charles Winters of Local 280 in New Orleans, Louisiana.

Winters, too, dealt with the subject of communication between the young and older members of unions. He pointed out that 30 to 35 per cent of union members today look upon the leadership as old timers and, even though they will lead tomorrow they do not have the same feeling older members and leaders have for the union.

"The young member says 'I want mine today,' and he couldn't care less about our tender feelings for the union," Winters said.

The Louisiana labor leader called for closer relationships between the union and its members, and cautioned present local union officials:

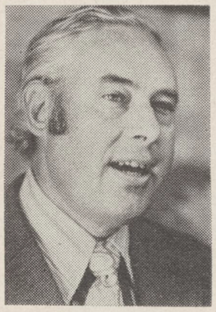
"If you don't understand your membership, you had better look for that understanding."

John Nabor
Chase Agreements

Larry Brennan
Dry, Cold Storage

Leon Schacter
Meatcutter VP

Morris Coleman
McKesson
Robbins


Don Peters
Montgomery Ward

Ron Gamache
CCT Warehouse

Nick Amatrudi
ECT Warehouse

Father Quinn
Guest Speaker

Charles Winters
SCT Warehouse

Sam Smith
Kroger-Fleming

Marvin Griswald
Air Freight

M. E. Anderson
WCT Warehouse

He said of current union leadership: "We come from dissent, we made it with dissent," and he suggested that the future success of the labor movement will spring from dissent from established economic and social patterns.

Sessions of the National Warehouse Division meeting were under the chairmanship of Vice President Harold Gibbons and the division's director, John J. Greeley.

At Warehouse Meet

Fitzsimmons Tells Delegates Strong Bargaining Units Protect Membership

TEAMSTER GENERAL Vice President Frank E. Fitzsimmons told a banquet meeting of the National Warehouse Division in San Diego, last month, that national agreements with national food chains and other warehousing operations are imperative to the continued success of collective bargaining.

Fitzsimmons declared that national bargaining is the only approach which can secure the bargaining units of the workers involved, and only when secure can bargaining units obtain for the worker what they need to live in today's period of runaway inflation and with the ever-increasing cost of living.

The General Vice President noted that the National Warehouse Division was in the forefront, along with the Motor Freight Division, in plowing the furrow toward national agreements with national concerns.

He noted that national agreements are not only good for the workers involved, but also are good for the companies themselves as national agreements. He said they:

1. Take labor out of the competitive picture and stabilize labor managements relations;

John Greeley, director of the National Warehouse Division, welcomes General Vice President Frank E. Fitzsimmons to the head table for his address to the delegates.

2. Bring about a uniform procedure for the processing of membership grievances, unformity of decisions on grievances, thus benefiting both labor and management.

Fitzsimmons was highly critical of a minority of Teamster leaders who buck the development of national agreements in opposition to a bargaining approach by delegates to the last two International Union conventions.

He noted that such individuals always come forth as great friends of Teamster General President James R. Hoffa, but questioned just how good friends they are when they try to destroy a bargaining approach which Hoffa "spent a lifetime trying to develop."

Fitzsimmons said that he knew of only a very few bargaining situations which did not lend themselves to national agreements, and he cited the Chicago motor freight industry where Teamsters compete with an independent union and are not a party to the National Master Freight Agreement.

He acknowledged that the Chicago situation is unique and has existed since the early days of concentrated unionization of truck drivers and related employees of Chicago.

Speaking on Administration policies to fight inflation and cope with a troubled economy, Fitzsimmons warned delegates not to assume that wage controls and wage stabilization are only for the building trades.

He declared that the threat of wage stabilization and even controls hangs over the heads of negotiators each time they go to the bargaining table.

Fitzsimmons reiterated International Union policy on monetary controls, saying that the Union opposes any system of controls which does not apply to all forms of income—not just wages and prices—"and certainly we are opposed to any system which controls only wages," he said.

Reaffirming his approach to trade union leadership, Fitzsimmons declared that union leaders today must broaden their horizons and take up leadership beyond the narrow confines of the bargaining table.

Cites Obligation

"In any area, not directly connected with collective bargaining but which affects the economic and social welfare of our memberships, we are obligated to move in and exert leadership and influence," he said.

Fitzsimmons cited the International Union's recent testimony before the United States Senate which he presented in support of a National Health Security Plan for all Americans.

As another example of expanded representation of the membership, the General Vice President acquainted the delegates with recent meetings he and his assistants have had with Secretary of Transportation John Volpe.

To Expand Dialogue

Fitzsimmons revealed that his office is exploring more reinforcements and changes in the recently promulgated driver qualification regulations, and that the dialogue with the Cabinet officer will be expanded in future meetings to include other areas of concern for the dominant union in the field of transportation.

General Vice President Fitzsimmons was highly complementary of the work done by the National Warehouse Division, its Chairman Harold Gibbons and its Director John J. Greeley.

Leaders Can Cope

"While I know that the problems down the road will be difficult," he concluded, "I also know that there are leaders in this division, as there are in all divisions of the International Union, who can cope with the problems and come up with solutions which will directly benefit the more than two million members of the International Brotherhood of Teamsters."

White Collar Organizing

Teamsters Most Active For 10th Straight Year

Teamsters Unions were the most active of all unions in organizing among white collar workers in 1970 for the 10th consecutive year, according to the Bureau of National Affairs, Inc., a private reporting service.

Teamster affiliates participated in 206 white collar elections last year and came up with 117 victories to net 1,455 office and clerical workers.

BNA said unionization of white collar workers in private industry during 1970 showed a slight increase over the previous year, but results fell short of the organizing peak reached in 1967.

A tabulation and analysis of NLRB election figures showed that of the total 809 elections certified in previously unorganized white collar units, in 1970, unions won 428 elections in which 11,110 workers were eligible to vote.

The greatest number of white collar workers organized was by the Office and Professional Employees Union which won 26 of 51 ballots in 1970 in units comprising 1,555 employees.

● In Colorado

Truck drivers and helpers and mechanics employed by Greeley Sand & Gravel Co., in Greeley, Colo., voted overwhelmingly for representation by Teamster Local 13 of Denver, Colo., in a recent National Labor Relations Board election, according to George Harper, president of the local union.

Clay Pipe Win Scored At Corona

By a better than 3-to-1 margin, all production, maintenance and machine shop employees of Interpace Corp., clay pipe manufacturers in Corona, Calif., voted for representation by Teamster Local 166 of San Bernardino, Calif.

George G. Hall, secretary-treasurer of Local 166, said 146 employees were eligible to ballot in the National Labor Relations Board election in which another union was on the ballot.

The vote count was 101 for the Teamsters, 12 for the contesting union, and there were 18 "no-union" votes.

Knights of the Road

Thirty-two members of Teamster Local 439, Stockton, California, have been honored by the Calaveras Cement Co., San Andreas, Calif., for their years of service and safe driving. Five drivers received belts and silver buckles for having driven safely for one million miles. The million-mile awards were presented to: Lloyd Copp, R. "Dean" Kincannon, C. "Red" Anderson, Floyd Whaley, and E. "Vern" Roe. The other drivers receiving pins were: C. "Red" Corell, Elmer Bernasconi, Howard Alling, Lowell Schwoerer, Eugene Cassella, John Whaley, Ernest Koehn, Jim Milliken, Clarence Spreadborough, G. "Merv" Cooper, Victor Villegas, Jim Gurney, Bill Kramer, Richard James, William Miladinovich, Don Ostrom, Frank Van Schaick, Reuben Waldon, Herbert Dahlberg, Gerald Ratto, Clyde Frazier, Lino Marzi, Art Schwoerer, Fred Zahniser, Forrest Warner, Bill Pebley and Jerry Porath.

In Alaska

Communications Div. Wins Election at RCA Alascom

A grueling organizing campaign by the Teamsters Communications Trade Division and Teamster Local 959 in Anchorage, Alaska, resulted in a decisive victory over two other unions in an election at RCA Alascom.

Joseph Selly, president of the Communications Trade Division, said the National Labor Relations Board vote tally was 256 for the Teamsters while the other unions split 180 votes.

Appreciation

Selly was assisted in the campaign by Bruce Risley, organizer, and the staff of Local 959 headed by Jesse L. Carr, secretary-treasurer.

Selly also expressed appreciation for support rendered by General Vice President Frank E. Fitzsimmons and the IBT general executive board.

Teamster Local 9 in San Francisco, Calif., earlier had yielded jurisdiction to Local 959 in recognition of the request of the rank-and-file for local representation in Alaska which covers an area equal to several of the largest states.

Contract negotiations will be headed by Carr with the help of a rank-and-file committee and with the assistance of Selly and Risley.

$2 Minimum Proposed By Rep. Mills

Wilbur Mills, chairman of the House Ways and Means Committee, has introduced a bill to increase the federal minimum wage to $2 an hour next February.

If enacted, the legislation would increase the minimum wage 40 cents from its present general level of $1.60.

Rep. Mills said he proposed the measure as a way to reduce the cost of welfare-reform legislation being prepared by the Ways and Means Committee.

Presumably the higher minimum wage would reduce the number of "working poor" eligible for welfare aid.

Strikebreaker Statutes On Increase

Laws barring the use of professional strikebreakers are on the increase, according to the *Wall Street Journal.*

Both Missouri and Illinois legislators are expected to pass union-supported bills this year that would ban the hiring of strikebreakers. Meanwhile, the number of cities with such ordinances has doubled since 1965.

Reception to strikebreaker statutes is varied. State officials in Connecticut credit that state's law with reducing strike violence, but a city official in Toledo says its 1964 anti-strikebreaker law has been buried and unused since the day it was passed.

Efforts are underway in Minnesota and Wisconsin to enact pending anti-strikebreaker laws, but the outlook for getting them through the assemblies is considered dim.

Organized labor, by and large, can be given the credit for encouraging states and communities to enact strikebreaker statutes.

● Illinois Win

Employees of Brendel Distributing Co., Inc., in Madison, Ill., voted overwhelmingly for representation by Teamster Local 525 of Alton, Ill., in a recent National Labor Relations Board election, according to William Doty, secretary-treasurer of the local union.

Safety Board Proposes Speed Limit

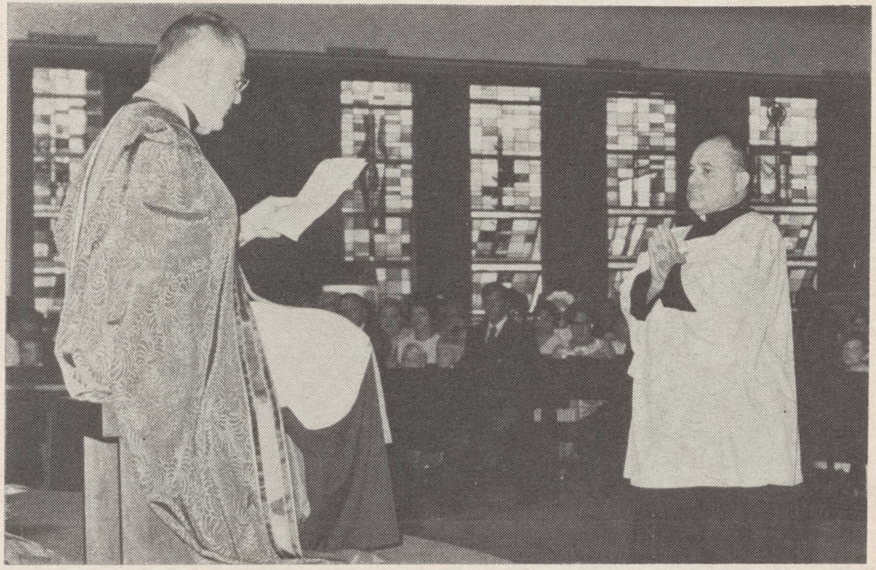
The National Transportation Safety Board has recommended that the top speed of automobiles be limited to no more than the highest legal speed limit in the nation.

The board also asked the National Highway Traffic Safety Administration to amend its proposals and further reduce speeds attainable on new cars.

The National Highway Traffic Safety Administration proposed late last year to curb high speed driving with a device that activates a car's warning lights and horn at a speed of 85 miles an hour or more.

The National Transportation Safety Board also suggested that guidelines be enforced to limit the maximum number of persons allowed to ride in the front seats of passenger cars.

St. Valentine Ceremony



Two laymen of St. Valentine Church, in Bethel Park, Pa., were recently invested as ministers of the Eucharist with the right to distribute Holy Communion. Fr. Wm. Frawley, pastor, is shown investing Albert Garfold, secretary-treasurer of Teamster, Local 249.

1st Contract

Chewing Gum Plant Workers Go Teamster in Pennsylvania

Following an intensive organizing campaign by officers of Local Union 229, an in-plant committee, and Morand Schmitt of the Eastern Conference, a contract has been negotiated with Topps Chewing Gum, Inc., Scranton, Pennsylvania.

A substantial wage increase was negotiated for all hourly rated employees, and wage inequities in rates for skilled employees will be eliminated over the three-year period of the contract.

Also negotiated was health and welfare coverage consisting of Blue Cross Comprehensive, Blue Shield major medical of $10,000 maximum, and increased life insurance for death and accidental death.

Sick and accidental insurance was increased to a maximum of $60 per week for 15 weeks.

Female employees will be guaranteed maternity benefits while on leave of absence from their jobs.

An additional holiday was granted, and jury pay was instituted for the first time.

The contract was ratified by a 3 to 1 majority of the bargaining unit.

Negotiating the new Topps agreement were (seated left to right): John Durkin, Local 229 secretary-treasurer; Kenneth F. Byrnes, Topps general operations manager; and Morand Schmitt, Eastern Conference representative. Standing, left to right: Bert P. Falk, Topps personnel director; Paul Weber, Local 229 business agent; Al Barlow, Local 229 business agent; and John D. Cook, employee relations manager for the company.

Transportation Week Set By President

President Nixon has designated the week of May 16-22 as National Transportation Week to emphasize the manner in which the nation is entering a new era of sophisticated techniques leading the populace to a more natural and rational way of getting about.

"Our national mobility will demand the continued conquest of time and space," said Mr. Nixon, "yet our national conscience will not accept irreparable costs to our land, our environment or the social fabric of our communities."

Secretary of Transportation John A. Volpe commented:

"Our slogan this year, 'Transportation: Filling the Needs of a Growing America,' clearly identifies the role of transportation in our American way of life."

Volpe continued: "More than 10 million of our fellow citizens, 13 per cent of our work force, are directly engaged in transportation. These are the people we salute this week."

Balanced System

In his proclamation setting aside National Transportation Week, the President said that the transportation challenge faced by the United States today is the establishment of a truly balanced transportation system—"a system that provides our citizens with the ability to choose the most efficient means of transportation at the least possible cost to them and the environment."

Carolina Win Scored By Local 28

A majority of employees of Crown Cork & Seal Co., Inc., voted for representation by Teamster Local 28 of Taylors, S. C., in a recent National Labor Relations Board election.

Frank H. Wood, secretary-treasurer of Local 28, said all 43 eligible voters cast ballots with 22 favoring the Teamsters and 19 favoring another union. Two votes were challenged but did not affect the results of the election.

The election win was significant in that Teamster local unions—and locals from some other international unions—have been winning increasingly more ballots in the South Carolina area which has been "right-to-work" and and steadfastly anti-union through the years.

Board Ruling In Favor Of Pa. Local

The National Labor Relations Board found recently that Staiman Bros., of Williamsport, Pa., violated the law by refusing to bargain with Teamster Local 764 of Milton, Pa., certified representative of the company's truck drivers, warehousemen, mechanics, laborers and other employees.

The ruling was made on a motion for summary judgment. Staiman was ordered to cease the unlawful conduct and bargain with Local 764 upon request.

Debates in San Diego

Organizing, Representation Goal Set At Western Warehouse Meeting

The general session of the Western Warehouse, Industrial, Aerospace and Allied Clerical Workers Council saw reports from sub-committee chairmen (from left) Mark O'Reilly on Penneys, Arnie Weinmaster on paper, Frank Farro on Montgomery Ward, Director M. E. "Andy" Anderson, International Vice President George Mcck, Mike Reily on industrial and Sears, John Lund on steel, and Jerry Vercruse on liquor, drug and grocery.

A revitalized Western Warehouse, Industrial, Aerospace & Allied Clerical Workers Council held an intensive discussion and debate in San Diego, lasting three days, in which delegates from Teamster locals throughout the western states were given area-wide statistical breakdowns on wages and fringe benefits in several of the jurisdictions.

Under the guidance of Director M. E. "Andy" Anderson, subcommittees on steel, paper, drugs, grocery, warehouse, liquor, chemical, discount firms, industrial plants retail and catalogue stores and office workers explored ways and means of organizing the unorganized, negotiating industry and area wide contracts and better servicing Teamster members employed in these categories.

Ways and Means

Ways and methods of securing area-wide and company wide agreements by securing common expiration dates and then negotiating as a unit were explained.

The spread of conglomerates was studied as well as their impact on the employment and wages of Teamster members when they widen and diversify their operations. Also, a close look was taken at the structure of retail and catalogue giants and the effect lower wages at retail levels have on organized discount stores.

Mike Reily, president of Teamster Local 986, Los Angeles, who chaired the Sears subcommittee meetings, said delegates representing Sears members pledged full support toward helping each other in negotiations and shoot for a common expiration date of all western Sears contracts. Sears delegates received a breakdown of wages and other conditions of western contracts with the giant mail order firm for comparison.

Boycott Action

Jerry Vercruse, secretary of Teamster Local 595, Los Angeles, and chairman of Joint Council 42's TEAM committee, reported that the proliferation of private labels in the liquor industry by non-union companies had triggered consumer boycott action.

Initial returns from thousands of letters sent to retailers handling the labels brought hundreds of replies pledging support of the fight to organize the non-union retailers by refusing to continue to handle their products, he reported.

Airline Drive

The national airline organizing drive was outlined by Vice President Harold Gibbons who is heading up the project.

Teamster lawyer Al Brundage spoke of legal problems facing unions in negotiating and organizing as well as the Nixon Administration's attitude and anti-labor bills in Congress.

Anderson explained that the meetings also pointed the way to increased effectiveness in organizing the unorganized and representing members in the several jurisdictions it encompasses.

Maryland Retiree Pens Letter

Dear Bro. Fitzsimmons:

I would like to express my appreciation to the Teamsters Union and especially to E. W. Butler of Local 992 for the fine retirement plan. On Feb. 1 I retired after 30 years as a local driver for Accelerated Transport Pony Express in Hagerstown, Md. I am most grateful to the union, especially Local 992, for the efforts which made possible this fine retirement plan. Thank you very much for all your help over the past 30 years.

Fraternally,
David B. Sours,
Hagerstown, Md.

Firing Case Won by Local 856

The National Labor Relations Board reversed the trial examiner in a recent case, concluding that Gladyce Anderson and Eileen Marchewka were discriminatorily discharged by Skaggs Pay Less Drug Stores of Oakland, Calif., because of their activities for Teamster Local 856.

The Board ruled that Miss Anderson was fired in an attempt to stifle resurgence of union activity among the employees. An election and runoff had been held months earlier.

Miss Marchewka was terminated after nearly 10 years of service, without warning and the Board concluded that her firing also was designed to combat unionism as much as any other reason.

Skaggs was ordered by the Board to cease the unlawful conduct, offer reinstatement to the dischargees and make them whole for any losses suffered.

● Iowa Victory

Employees of Helena Chemical Co., a manufacturing firm in Des Moines, Iowa, voted for representation by Teamster Local 90 in a recent National Labor Relations Board election.

Edgard C. Hartzer, Local 90 secretary-treasurer, said the vote was 25 to 7 for the union. The bargaining unit of 35 includes maintenance mechanics, warehousemen, packers, chemical mixers, janitors and laborers.

'Substantial Gains'

N. J. Hospital Workers Ratify New Agreement

Teamster Local 286, Passaic, N.J., has signed a contract with Hudson County officials which brought "substantial and meaningful gains" for 700 hospital workers at Meadowview Hospital in Secaucus, N.J.

Louis Duva, president of Local 286, said that the local negotiated with the officials on behalf of the non-professional employees since last August when they were certified as bargaining agents for them.

The contract was in time to be included in the 1971 budget and won a substantial increase for all 700 employees. Other features that pleased the membership and made the new form of bargaining productive and useful were:

An increase for workers on what is known as "continuous operation" duties, mostly attendants who work weekends beyond the regular five-day week. A boost in pay for employees in so-called hazardous wards, and increases in shift differential were other improvements.

The negotiating committee representing the workers included Henry Norford, Salvatore D'Elia, Evelyn Ellis, Evelyn Becker, Altjea Hill and Ophelia Adorno.

● Memphis Win

City drivers and dockmen employed by Gould & Co., Inc., a common carrier in Memphis, Tenn., voted unanimously for representation by Teamster Local 667 in a recent National Labor Relations Board election, according to J. V. Pellicciotti, secretary-treasurer of the local union.

● Correction

A. E. Conyers, Sr., secretary-treasurer of Teamster Local 592 in Richmond, Va., notes an error in a representation election story published in the April issue of *The International Teamster.*

Conyers said the unanimous win at Archie's Motor Freight involved shop employees and yardmen rather than drivers as published. AMF drivers have been members of Local 592 for years.

Ohio Retiree Writes Note To Fitzsimmons

Dear Bro. Fitzsimmons:

As a member of Teamster Local 100 of Cincinnati, O., I wish to take this opportunity to thank you, James Hoffa, and the Teamsters Union, for all the benefits along with my pension check while this tends to be a happy time in our lives. I wish you continued success.

Fraternally,
Everett Hubbard,
Cincinnati, O.

Members Save Meat, Win Strike

Members of Teamster Local 638 won a new contract with a 2-day strike but not until they had saved the employers involved nearly $400,000 by carrying out perishable meat prior to the walkout.

Robert Smith, Local 638 secretary-treasurer, said a strike was postponed by members at United Dressed Beef and Landy Packing Co., where contracts expired last November 1st. Once the meat had been carried out, the members went on strike.

Settlement was reached with a wage raise, improved health and welfare coverage, a better pension plan, and an additional holiday in the 3-year agreement.

A third company, Park Meats, was not struck but also settled with the Teamster local union.

Whatcom County

Deputies in Northwest Sign Up, Gain Contract

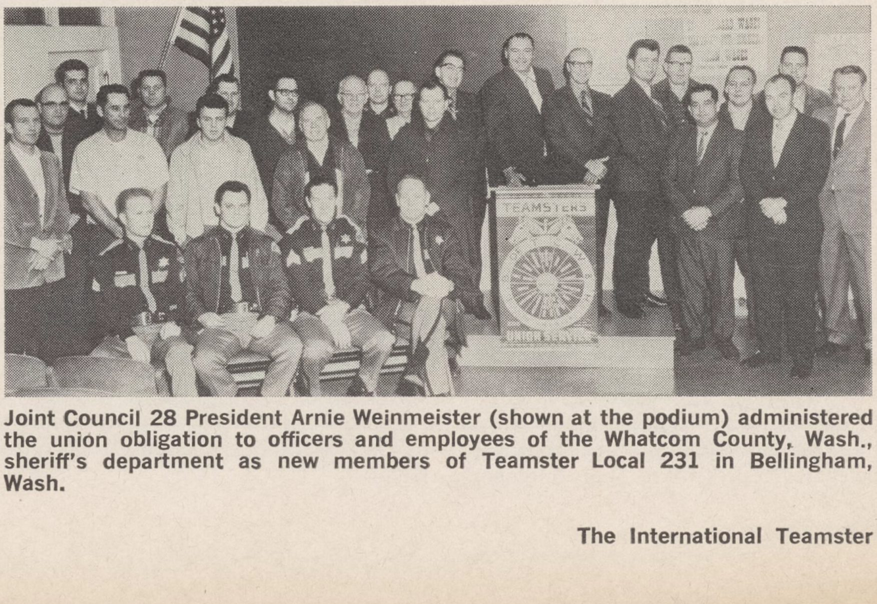
Thirty-five deputy sheriffs, jailers and identification department employees of Whatcom County in Washington signed up recently as Teamsters Union members and have gained their initial contract.

Marven K. Eggert, secretary-treasurer of Teamster Local 231 in Bellingham, Wash., called the agreement a milestone achievement in Washington.

The new Teamsters are now covered by a dental plan as well as job security and, in addition, gained substantial wage increases in the first contract.

Local 231 is now working with the deputies and the Civil Service Commission to improve working conditions.

The union obligation was administered to the new members in special ceremonies conducted by Arnie Weinmeister, president of Teamster Joint Council 28.



Joint Council 28 President Arnie Weinmeister (shown at the podium) administered the union obligation to officers and employees of the Whatcom County, Wash., sheriff's department as new members of Teamster Local 231 in Bellingham, Wash.

Organizing Champs

Teamsters Dominate Balloting In Second Half of Last Year

As in years past, the International Brotherhood of Teamsters completely dominated representation election activity during the July-to-December 1970 period.

National Labor Relations Board records show that in the area of single-union elections—the best barometer of trade union organizing activity—Teamster affiliates were far ahead of all other unions.

Altogether, there were 3,677 single-union ballots in the last half of 1970 and Teamsters were on 1,187 of them for a mark of better than 32 per cent.

Of the 1,881 single-union elections won by all unions, Teamsters accounted for 590 of the victories, better than 31 per cent.

There were 77,299 employees eligible to vote in the units won by all unions in the single-union voting and 15,348 selected Teamsters representation—nearly 20 per cent. In other words, one of every five workers voted for the IBT.

Teamster affiliates sparkled in two-union election activity also. Teamsters were on the ballot with AFL-CIO affiliates in 87 elections of which 75 were won by a union; Teamsters captured 49 of the 75 victories—more than 65 per cent.

Teamsters won 19 of 32 ballots on which other unaffiliated unions were represented in two-union voting for a score of nearly 60 per cent.

A total of 5,704 workers were gained by the IBT in two-union balloting.

In elections where three or more unions appeared on the ballot, Teamsters accounted for three more wins.

The total Teamster score for the second half of 1970 was 664 election victories, more than 30 per cent of the total won by all unions together.

Of the more than 118,000 workers eligible to vote in units won by all unions combined in every type of ballot, Teamsters accounted for 21,264—more than 17 per cent.

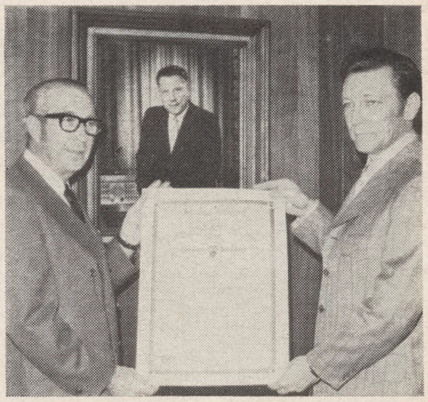
Teamsters Continue Vote Pace

Teamster affiliates opened 1971's organizing campaign with a bang as they again paced the statistics in single-union balloting conducted by the National Labor Relations Board during the month of January.

Teamster local unions took part in 134 of the 412 single-union ballots involving all unions—or better than 32 per cent. Teamsters won 54 of the 204 victories for a mark of better than 26 per cent.

An unusually low number of employees were eligible to vote in the single-union elections where units were won, but more than 13 per cent of the 7,433 workers selected Teamster representation.

Auto Salesmen



IBT Vice President Robert Holmes (left) of Detroit, Mich., is shown presenting a charter for Teamster Local 212 to Carl Van Zant, president of the Automobile Salesmen's Assn., which had been affiliated with another union since being organized in 1966. Van Zant said the new local union has 1,400 members with a potential of 3,500 in the Detroit metropolitan area.

In California

Health Checkups Accomplish A Lot for Cannery Workers

The multiphased screening—"health checkup"—program that Teamsters Unions have been carrying on jointly with management since 1967 for cannery workers in California has accomplished a great deal of good.

During each of the three years that tests have been given to workers at plant sites, more than two of every five have been found to suffer from abnormalities. In most instances, the abnormalities were unknown to the individual and needed medical attention.

These are the findings of the program that has been carried out on a biennial basis. The next checkups are scheduled for 1972. Considering the experience to date, Avram Yedidia, an official of Health Facilities Foundation, said recently:

"The Teamster program has resulted in people getting to a doctor to have their ailments treated in time. It has also brought about a new relationship and often a new attitude on the part of physicians who, on the whole, have been most cooperative."

As a result of checkups given to 22,492 Teamsters Union members at about 100 plant sites last year, abnormal findings that warranted referral to physicians were found in 44 per cent of the cases. Approximately the same percentages existed in previous years of examination.

Yedidia pointed out that 95 per cent of those workers found to have abnormalities have gotten medical treatment as soon as possible. In nearly two-thirds of the cases, the workers were unaware of their ailment until it was discovered by the health examination.

A case in point was that of a woman member of Teamster Local 678 who worked in a cannery at Antioch, Calif. Mrs. Connie Salsedo would come home from her job exhausted. "I'd just collapse," she said, "and nobody could tell me why. I was tired and sick all the time."

When the mobile unit and staff visited her plant, it was found that Mrs. Salsedo was the victim of a heart murmur that was draining her energy.

Mrs. Salsedo had never had any kind of examination that might have discovered her condition. But the test in the mobile van made it possible for her to commence treatment under a doctor's care that now enables her to lead a full life three years later.

"Believe me," said Mrs. Salsedo, "I'm here only because they found out. They don't fool around."

Covers 1,000 Members

Armored Car Pact Negotiated By New York City Local 820

Teamster Local 820 recently negotiated big gains in a new contract covering 1,000 members employed by three armored car companies in New York City.

Salvatore Tomaselli, Local 820 president, said the 3-year settlement was approved overwhelmingly by the members involved.

The agreement is with Brink's Armored Car Service, Wells-Fargo Armored Service Corp., and Armored Carrier, Inc.

Besides substantial wage gains. Tomaselli said the contract increased pension benefits immediately, with retirement after 25 years on the job regardless of age.

Other Gains

The settlement also provided for a dental plan, improved group health insurance coverage, three days sick leave per year and $100 per week disability insurance.

Other fringes included full service jury duty pay; strict seniority on pick of runs; air conditioning of all trucks by the end of the contract; establishment of a hiring hall and referral system, and a guarantee of eight hours double time for all holidays and Sundays.

Carolina Win Scored by Local 509

Employees of T. S. Ragsdale Co., Inc., of Lake City, S.C., voted overwhelmingly for representation by Teamster Local 509 of Cayce, S.C., in a recent National Labor Relations Board election.

George L. Hardee, Local 509 president, said 56 workers were eligible to ballot. The vote count was 40 to 12 in favor of the union.

Ragsdale processes tobacco and manufactures and distributes charcoal brickettes. The bargaining unit includes truck drivers, forklift operators, maintenance men and warehousemen.

Shown is the executive board of Teamster Local 820 in New York City which recently negotiated a strong armored car contract (left to right): Seated—John Coster, lawyer; Salvatore Tomaselli, president; William O'Keeffe, secretary-treasurer; Standing—John Di Poalo, trustee; Robert Relay, recording secretary; and trustees John McPantland and Michael Boyle. Vice President Frank Van Houten was not present for the photo.

California Local Wins Decision

Victor Ryckebosch, Inc., of Lancaster, Calif., unlawfully refused to bargain with Teamster Local 982 as representative of the company's live-haul poultry truck drivers, said the National Labor Relations Board in a recent decision.

Ryckebosch also was found guilty of unilaterally changing rates of pay, fringe benefits and insurance coverage of the truck drivers.

It was another case of a successor employer trying to get out of obligation to the contract. Ryckebosch bought the trucking equipment of Patterson Trucking Co., a contract carrier then party to a contract with the union. A leasing arrangement was set up later.

Upholding the examiner, the Board decided that the drivers were employees within the meaning of the law and not agricultural employees; also that Ryckebosch was a successor to Patterson and had a legal duty to recognize the union and refrain from unilateral action with respect to job conditions.

The company was ordered by the Board to cease the unlawful conduct, bargain with Local 982 upon request, and make whole employees for losses suffered by unilateral discontinuance of benefits.

● Warehousemen

Employees of Napa Des Moines Warehouse in Des Moines, Iowa, voted for representation by Teamster Local 90 of Des Moines in a recent ballot conducted by the National Labor Relations Board.

Ralph Smith, Local 90 vice president, said 28 workers were eligible to vote at the auto parts warehouse and distribution center. The count was 17 to 9 for the union.

Included in the bargaining unit are shipping and receiving clerks, countermen, parts pickers, utility men, truck drivers and warehousemen.

● Storage Firm

Employees of Nevil Storage Co., voted for representation by Teamster Local 856 in San Francisco, Calif., in a recent National Labor Relations Board election, according to Rudy Tham, secretary-treasurer of the local union.

W. H. Lasater Dies in Miami, Fla.

W. Howard Lasater, long-time president of Teamster Local 390 in Miami, Fla., suffered a heart attack and died in his sleep early in April.

The 53-year-old Lasater was a native of Noreen, Tenn. He moved to Detroit, Mich., as a youth and became a member of Teamster Local 299 in that city.

The Miami local union, originally chartered in 1937, was floundering in the mid-fifties. Lasater, a job steward in Detroit at the time, was made a business agent by James R. Hoffa and dispatched to Miami as a trustee to pull the local union together in 1955.

Once Local 390's problems were solved, Lasater stayed on and was elected president of the union in 1957. He more than tripled Local 390's membership in the following years and was reelected regularly as president.

The executive board of Local 390 named Jack Vierengel to serve out Lasater's unexpired term.

For Violations

Justice Department Urges Prosecution for Drivers

The Justice Department recently urged the Federal Highway Administration to prosecute truck drivers as well as their employers for violations of safety regulations governing motor carriers.

Assistant Attorney General Will Wilson, in a letter to FHA Administrator Francis C. Turner, asked that safety investigators in the future submit reports on drivers as well as their employers where criminal violations are indicated.

Wilson referred specifically to hours of service violations. He said that in the past, criminal prosecutions—with few exceptions—have been brought against only the employers.

Wilson said that drivers who engage in excessive hours of driving jeopardize "the lives and safety . . . of other users of the nation's highways."

If hours of service and other safety regulations are to have the deterrent effect necessary to reduce the number of violations and make the highways safer, said the Justice Department official, "it is clear that both drivers and their employers must be criminally prosecuted for requiring, permitting, or engaging in excessive hours of driving."

Wilson also asserted in his letter to Turner that projected prosecutions should be widely publicized "in order to alert the drivers that their actions may subject them to liability under the statute and regulations."

The Code of Federal Regulations specifies that no driver may drive more than 10 hours following 8 consecutive hours of off-duty time. Drivers are not permitted to drive for any period after having been on duty 15 hours following 8 consecutive off-duty hours.

Dr. Robert A. Kaye, director of the Bureau of Motor Carrier Safety, said the bureau has instructed safety investigators to direct increased attention toward the driver where violations of safety regulations are involved.

He also said that the Justice Department's recommendation had been transmitted to all state and local motor carrier associations and unions.

Bargaining Ruling Won By Local 413

Concluding that the Cotton Lumber Co., of Columbus, Ohio, violated the law by refusing to bargain with Teamster Local 413, certified representative of the company's employees, the National Labor Relations Board recently granted a general counsel's motion for summary judgment.

No Merit

The Board found no merit in the firm's argument that the certification issued to the union last August was invalid by reason of the regional director's determinations on challenges in a prior representation case. All issues raised by the employer, said the Board, were or could have been raised in the prior representation case.

Finding no issue properly triable in the proceeding, the Board held that the employer unlawfully refused to bargain as of last August, was ordered to cease the unlawful conduct.

Arbitration Win

Teamster Local 957 of Dayton, O., recently won an arbitration case which brought reinstatement of three members employed by White Villa Grocers, Inc., of Dayton. The award resulted in $8,687 in backpay for the members. Shown (left to right) are: Seated—Rodney D. Faulkner, Aaron Williams and Everett Ison, award winners; Standing—Hall K. Pitts, business agent; Samuel M. Elliott, Jr., secretary-treasurer; Earl J. Hubbell, president; Gary L. Legg, vice president, and Glen Strange, business agent—all of Local 957.

In Minnesota

Teamster Drivers Establish Their Own Safety Program

Drivers belonging to Teamster Local 120 in St. Paul, Minn., and employed by Noel Transfer Co., of that city have pioneered in establishing and running their own safety program.

The program is considered the first of its kind in that it was set up by the drivers themselves—not the company or the insurance company—with the approval of Noel management.

3-Man Committee

A 3-man safety committee oversees the program and passes out monthly awards and annual awards for the best safety records. The committee members are Len Guertin, LeRoy Tuill and Howard Knorr.

Probably attracting the most attention has been the "Dented Hubcap" award which is awarded to the employee who has had the most costly accident during the month.

Every Noel worker is eligible for the awards including dockmen and mechanics.

Company Cooperates

The company has enthusiastically endorsed the program and cooperated fully with the safety committee, according to Ramon Zamora, Local 120 business representative.

The program attempts to improve the employees' knowledge of and attitude toward traffic and safety rules with the hope that by developing a constant awareness of accident situations, that lost-time personal injuries can be reduced.

Team Competition

The safety committee divided the work force into five teams, based on past safety records and the teams compete on a quarterly basis. The number of accidents during the quarter are awarded a "night out" with their wives or girl friends as guests of Mike Noel, company president.

A safety newsletter is circulated to all Noel employees and is on the way to becoming a legitimate publication with announcements, a swap column, sports schedules, new policy changes, and so on.

Plans for the future include a driver improvement clinic where employees will receive general technical knowledge regarding proper use and maintenance.

First aid instruction is also planned for the Teamsters.

Obviously pleased with the "Dented Hubcap" award they created as part of a Teamster-inspired safety program are the three committee members who manage the program (left to right): Len Guertin, LeRoy Tuill and Howard Knorr.

Missouri Retiree Pens Note

Dear Bro. Fitzsimmons:

I wish to express my appreciation to the Teamsters Union for the many benefits I have received and for the pension I am now receiving. I know that without the Teamsters Union I would not receive these benefits and the pension. I was a member of Teamster Local 41 for years and was employed by Graham Ship by Truck Co., 33 years. I want to thank all the Local 41 officers for the excellent job they are doing.

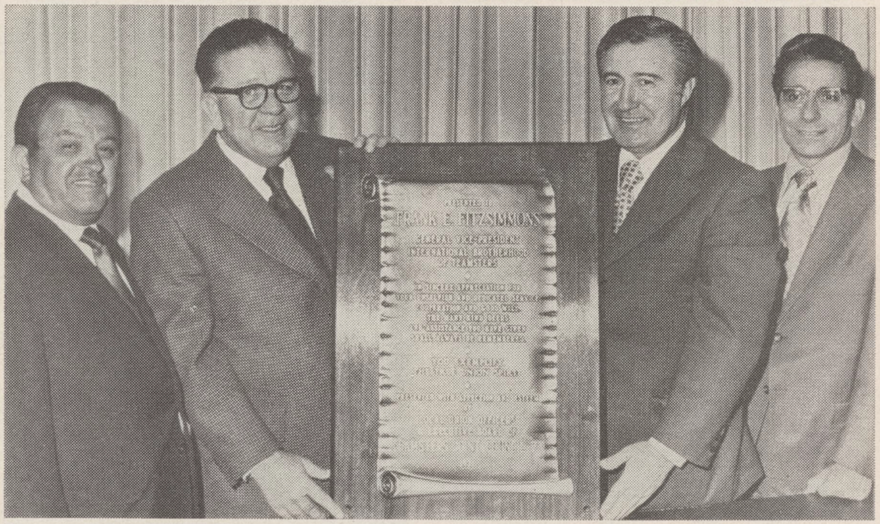
Fraternally Yours,
Claude M. Springer,
Kansas City, Mo.

● Drivers Vote

Truck drivers employed by Carolina Quality Concrete Co., in Greensboro, N.C., voted by a 2-to-1 margin for representation by Teamster Local 391 in a recent National Labor Relations Board election.

R. H. Hogan, Local 391 organizer, said 25 drivers were eligible to vote. The tally was 16 for the Teamsters and eight against.

Jt. Council 73 Honors Fitzsimmons



Executive board members and local unions of Joint Council 73 in Jersey City, N. J., recently presented a plaque to Teamster General Vice President Frank E. Fitzsimmons in appreciation for his trade union leadership. The handsome bronze plaque is inscribed with the following message of appreciation: "Presented to Frank E. Fitzsimmons, General Vice President, International Brotherhood of Teamsters, in sincere appreciation for your unselfish and dedicated service, cooperation and good will. The many kind deeds and assistance you have given shall always be remembered. You exemplify the true union spirit. Presented with affection and esteem by Local Union officers and executive board of Joint Council 73." Shown with Fitzsimmons at the presentation (left to right) are Anthony Cusano, Jt. Council 73 secretary treasurer; Fitzsimmons; Jt. Council 73 President and IBT Vice President Sam Provanzano; and Jt. Council 73 Trustee Daniel J. Tortorello.

Group Legal Services

Supreme Court Rebukes Meddling Legal Groups

In a recent 5-to-3 decision, the U.S. Supreme Court ruled that bar associations cannot interfere with the development of group legal services.

The decision included a strong rebuke for legal groups that have attempted to impede the rise of group legal services, some of which have been in the trade union movement.

"Collective activity undertaken to obtain meaningful access to the courts is a fundamental right within the protection of the First Amendment," said the Supreme Court in upholding the right of the United Transportation Union to give legal assistance to its members.

Overturned

The decision overturned a ruling by the Michigan Supreme Court on a case brought by the State Bar of Michigan.

The Michigan bar had challenged a UTU program for assisting workers and their families in filing damage suits for injury or death against railroad employers. (Such suits are provided for in the Federal Employers' Liability Act.)

Under its program, the UTU recommended selected lawyers to members and required such lawyers to agree that their fees would not be more than 25 per cent of the damages recovered.

The Michigan Supreme Court upheld the lawyers "union"—mainly on the ground that it constituted illegal solicitation of damage suits.

Majority Opinion

UTU was enjoined by the state court "from giving or furnishing legal advice" ranging from supplying the names of injured members to any lawyer to controlling the fees charged by any lawyer.

Justice Hugo L. Black, in writing the majority opinion that upheld the UTU's group legal services program, noted that the high court had upheld group legal services in an earlier case where the goal was to trim lawyer fees that had amounted to as much as 50 per cent of the amounts recovered in damage suits.

Justice Black wrote: "It is hard to believe that a court of justice would deny a union the right to protect its injured members and their widows and children from the injustice of excessive fees at the hands of inadequate counsel."

He added that lawyers and courts cannot deny associations of workers or others the "means of enabling their members to meet the costs of legal representation."

The Supreme Court decision was considered the most broad proscription yet against organized bar group interference with group legal services.

Bar associations in recent years have brought a number of cases challenging unions and other organizations that have offered group legal services of various kinds, usually at lower cost to clients than the standard high legal fees.

DOT Names Consumer Representative

Transportation Secretary John A. Volpe named the mayor of Hartford, Conn., Miss Antonina P. Uccello, to head the Department of Transportation office of consumer affairs.

Miss Uccello will handle problems and complaints of the individual user of transportation, Volpe said, to help "cope with the very challenging role of consumer affairs in today's life style."

● Office Win

Office employees of Branch Motor Express Co., Inc., in Newark, N.J., voted for representation by Teamster Local 478 of Union, N.J., in a recent National Labor Relations Board election.

Edward P. Seconish, Local 478 secretary-treasurer, said 14 workers voted unanimously for the union.

Accident-Free Drivers

Roman Fochs (right) receives an award from Ken Furry, vice president-general manager of the Wausau Division of Marathon Electric Manufacturing Corp., for having driven a truck for one million miles without an accident. Fochs, a member of Teamster Local 446, Wausau, Wisconsin, received his special award at Marathon Electric's first Safe Driver Award Dinner. Other members of Local 446 receiving awards and the number of years they have had of consecutive accident free driving include: Ken Gunderson (9), George Schmidt (6), Richard Schultz (6), Milton Towie (5), Ken Kalbes (5), Hartzel Perry (5), Louis Przesmicki (2), Gerald Ehlert (1), and Ken Opper (1).

Taking part in Teamster Local 707's scholarship banquet were (left to right): IBT President Harold Gibbons; Mrs. Josephine Hoffa; General Vice President Frank E. Fitzsimmons, and Louis J. Alimena, president of Local 707.

In New York City

Gala Scholarship Dinner Held by Teamster Local 707

Top Teamster dignitaries were on hand recently when Teamster Local 707 of Woodside, N.Y., held its third annual dinner dedicated to the Scholarship Fund for children of Local 707 members.

Among those attending the banquet held in New York City were General Vice President Frank E. Fitzsimmons; Mrs. Josephine Hoffa, and IBT Vice Presidents: Joseph Trerotola, head of New York Joint Council 16 and director of the Eastern Conference of Teamsters; Harold Gibbons of St. Louis, Mo.; William McCarthy of Boston, Mass., and Sam Provenzano of Union City, N.J.

Louis J. Alimena, Local 707 president, served as host for the dinner attended by more than 1,200 members and guests.

Fitzsimmons spoke briefly and lauded the Teamster affiliate's scholarship program as a "worthy cause for the children of the membership of Local 707." He also paid honor to Mrs. Hoffa, president of DRIVE Ladies Auxiliary.

Trerotola also addressed the banquet and complimented Local 707 on the scholarship program, stressing the importance to youngsters.

Palsy Telethon

Teamster Local 456, Westchester County, N.Y., once again has come to the aid of the United Cerebral Palsy Association Telethon. Last January, Teamster volunteers who manned phones for many hours, calling on friends and business associates for donations, helped raise more than $36,000 in pledges. Members of the local from left to right are: Rocky Calabrese, Mike Trichetta, Otto Revelese, Roosevelt Williams, Sam Tritto, secretary-treasurer, and Chippy Revelese. These men and scores of others from Local 456 contributed more than 30 hours of service for the Telethon.

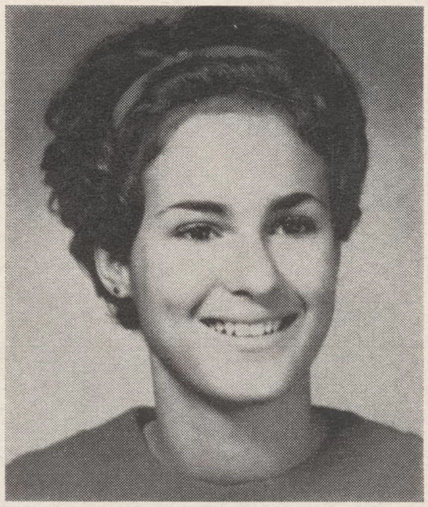
● Hawaii Win

By a better than 2-to-1 margin over another union, Teamster Local 996 won a representation election conducted recently by the National Labor Relations Board at B & C Trucking Co., Ltd., in Honolulu, Hawaii.

Harry Kuhia, Jr., Local 996 vice president, said 38 truck drivers, loader operators, concrete pump operators and helpers were eligible to ballot. The vote was 25 to 11 for the Teamsters.

Scholarship Winner Writes Local

Robert K. Lunday, secretary-treasurer of Teamster Local 523 of Tulsa, Okla., recently received the following letter from Miss Carol Pearce, daughter of Howard M. Pearce of Local 523, who received a $1,000 scholarship from the union:



Carol Pearce

"I would like to thank the members of Teamster Local 523 who made it possible for me to receive one of their $1,000 scholarships. This scholarship, which I received last summer, has made it much easier for me to attend Northeastern A&M College in Miami, Okla., this year.

"The scholarship program is a wonderful service of the Teamsters. I am very grateful to those who started the program and hope that it can be continued so that other students may be helped. . . "

There is a postscript to the story: Miss Pearce, one of seven youngsters to receive the Local 523 grants, was named to the dean's honor roll in the first semester.

SPECIAL REPORT

Working Men and Women Bear Brunt Of Sluggish United States Economy

AMERICA continues to wallow in an economic doldrum despite all optimistic statistical indicators and hope for an economic surge.

Side effects from this uncomfortable condition are becoming more negative daily. The outlook for wage earners seems even more bleak than it was only six months ago.

Unemployment is rising.

Inflation remains unchecked.

Gross National Product predictions are falling flat.

There is government intrusion in the area of wage controls, but little in prices or profits.

Finally, union members and their leaders are witnessing a government increasingly inclined to enter the collective bargaining process on a grand scale—without invitation.

Figures released by the government in early April pegged total unemployment at 5,200,000. At the same time, total employment was down 680,000 from the previous month and about the same as last September.

This is an alarming statistic in what the Administration says is a period of economic comeback, one which must have been questioned by the six per cent of the work force that is without jobs.

The miserable job picture takes on added, bitter emphasis in that the congressional Joint Economic Committee still treats it only as a political problem. Republican members of the committee ask federal statisticians questions clearly designed to show that employment-unemployment was not a serious problem. Democrats on the committee ask questions aimed at embarrassing the Administration.

Shrinking Reserves

A most serious aspect of the high rate of unemployment is the shrinking level of reserves on hand to maintain unemployment compensation payments through the federal-state insurance system.

Most states pay jobless benefits for up to 26 weeks in a year. More than 1,300,000 workers, according to Labor Secretary James D. Hodgson, exhausted their regular benefits last year.

Sixteen states are in very serious trouble with their reserve funds, and other states are approaching the minimum level. Falling below the 1.50 minimum adequate reserve level of the highest 12-month cost level of the insurance rolls are: Michigan, Illinois, Maine, Minnesota, New Jersey, Montana, Delaware, Connecticut, Ohio, Oregon, Pennsylvania, California, Arkansas, Alaska, Nevada and Oklahoma.

It has been estimated that the 16 states are much in danger of not being able to meet their unemployment compensation commitments if the jobless rate continues at six per cent or increases for an extended period.

The Unemployment Insurance Fund now amounts to $11.9 billion—but two years of unemployment in the six per cent range could wipe it out unless Congress chooses to sweeten the pot.

To simply say that the Consumer Price Index and the Wholesale Price Index continue to rise does not really put meat on the bones of the inflation problem.

The latest Commerce Department report said personal income in the United States climbed $5.9 billion in

March—considerably short of official projections. In addition, a government pay raise accounted for a sizeable portion of the personal income gain.

Simultaneously, the consumers' savings rate has fallen off from the previous quarter to indicate that wage earners are either saving less, drawing out their savings, or both, to meet rising prices in the marketplace.

It should be remembered, too, that much of the personal income rise since the last quarter is due to a rebound from the strike at General Motors Corp., last fall. Elsewhere, the increase was described by government analysts as "exceedingly mild."

Gross National Product jumped a record $28.5 billion in the first quarter of 1971, falling far short of what the Administration was counting on—a first-quarter rate climb of more than $30 billion. About two-thirds of the first-quarter GNP gain was in the auto industry. For the remaining three quarters of 1971, the economy must really spurt to achieve the Administration's expectations.

Lurking in the background are some unchanged, unpleasant facts. Utilization of manufacturing capacity in the U.S. is only 72 per cent, the lowest since 1958. Also the worst since 1958 is the idleness among professional and technical workers.

Even business-oriented publications tacitly confess all is not as well as it should be economically. Typical was a comment in a recent issue of *Business Week* magazine

"The first stage of a business recovery is always a time of confusion. This one, however, sandwiched as it is between the longest auto strike since 1946 and the threat of a serious steel strike, is especially difficult to read:

Yet in the same issue, *Business Week* proudly hailed "a modest comeback for profits." The magazine estimated that all corporate pre-tax profits in 1971 would increase 11 per cent over last year—with autos and steel leading the way at 22 and 20 per cent gains respectively.

No hopeful predictions have been made by either government or business in relation to jobs or inflation, however.

By now an Administration policy of selective wage controls-guidelines is fully in effect. Whether the policy remains constant or effective in building and construction, where it all started last February, remains to be seen.

Through a series of three "inflation alerts" issued by the President's Council of Economic Advisers, labor has found itself set upon a bit harder each time. The first "Alert" last summer was quite mild. The second "Alert," chastized the United Auto Workers for an inflationary settlement at General Motors.

Now the third "Alert" just put out warned both steel management and labor that a big wage gain for 450,000 steel workers in forthcoming negotiations would be inflationary and eventually injurious to employment.

The significance of the third "Alert," however, was that for the first time the Nixon Administration inserted itself into collective bargaining negotiations *not yet begun.*

It was a bold move by the Administration to place itself on the side of the employers in future negotiations. Proof of this was in the reaction to the "Alert" warning.

R. Heath Larry, vice chairman of U.S. Steel Corp., and head of the management bargaining group, warmly welcomed the warning. I. W. Abel, president of the United Steelworkers of America, just as warmly rejected it.

Low-Wage Pitch

Some maintain the third "Alert" was a pitch for a government-regulated low-wage economy. It was encouraged by the earlier success in shoving a form of wage guideline down the throats of construction workers. And

(Continued on page 21)

Clearing It Up?

'Incomes Policy' Defined By Federal Reserve Head

"Incomes policy," is a phrase that has come up frequently in recent months in the discussions of economists, bankers and government officials in their talks on inflation and ways to curb it.

Dr. Arthur F. Burns, chairman of the Federal Reserve Board and one of the greatest advocates of wage-price guidelines, offered the following definition of "incomes policy" in response to a recent query by United Press International:

"'Incomes policy' has come to mean different things to different people. Let me try, however, to give you some idea on the meaning of the term as it has been used in the past, and to describe my own conception of an incomes policy.

"Some years ago, the term 'incomes policy' began to be used to refer to efforts of governments to supplement their general monetary and fiscal instruments with devices that affect more directly the determination of wage rates, prices, and profit margin, with a view to obtaining better control over inflationary forces.

"These devices were used most frequently in situations where the most significant source of inflations was the pressure of rising costs on prices rather than the existence of excess aggregate demand.

"Most people, I believe, would not include in the category of incomes policies such drastic steps as mandatory wage and price controls. They reserve the term for measures that stop well short of direct governmental involvement in the setting of wages and prices by individual firms and industries.

"The specific measures proposed generally have had as their central theme the establishment by government of broad national standards for changes in wage rates and prices, with individuals and businesses encouraged—in one way or another—to make decisions in conformance with them.

"In a talk in Los Angeles several weeks ago, I suggested that it would be appropriate to consider the scope of an incomes policy more generally.

"In my view, the essential feature of incomes policies is that they foster wage and price adjustments more nearly like those that would occur in highly competitive markets. The establishment of guidelines for wage and price changes might be a means of accomplishing that objective.

"However," Burns concluded, "there are also other actions that could improve the structure and functioning of our markets, particularly in those areas where the operation of competitive forces is blunted by the concentration of economic power in the hands of market participants or by governmental regulations that set up barriers to competition or that have otherwise outlived their usefulness."

(Continued from page 20)

it conveniently overlooked previous views of Nixon lieutenants—George P. Shultz for example.

About 20 months ago when Shulz was Secretary of Labor, he was toying with his own form of "alert." At that time, he urged union negotiators to lower their wage demands to meet halfway "an improved economic environment."

Anti-inflation techniques of the Administration, Shultz asserted, were working. But were they? Shortly after that, prices for everything began rising steeply and the question remains: Where would union members be today if their negotiators had taken the Shultz advice nearly two years ago.

Perhaps the key to the Administration's shifting about lies in Dr. Paul W. McCracken, chairman of the President's Council of Economic Advisers.

McCracken's Answer

Asked to really explain the third "Alert," McCracken said its point was to "raise the visibility" of recent wage-and-price developments.

He admitted that the "Alert" cast a spotlight on the prospect of an "incomes policy." But when it came to prices, he remarked that the Administration has only moved "where there is an opportunity to get results."

The upshot of it all is that the Administration has brought itself to the doorstep of an unpleasant confrontation with organized labor. Meanwhile, wage earners are increasingly being shouldered with the blame for inflation and likewise the responsibility for overcoming it.

Congress At Odds On Controls

Wage-price controls legislation is a subject of divergent views in Congress.

The House already has passed a bill extending the President's authority to impose ceilings on wages, prices and rents for another two years to March 31, 1973. The House vote was 381-to-19.

Still under consideration in the Senate, the bill has been approved by the Banking and Currency Committee but with an extension date only through June 30th of this year—a 2-month extension of existing law.

Congressional observers believe some compromise will be worked out between the two legislative bodies.

Transportation Target

U.S. Chamber of Commerce Spews Same Old Baloney

Compulsory arbitration for the transportation industry (but none other), slave wages for teenagers, and several other goodies were voiced recently by the U.S. Chamber of Commerce in a policy statement that surprised no one familiar with the organization's stance through the years.

The Chamber grandly reaffirmed its general opposition to compulsory arbitration of labor disputes, but because of the "unique problems" in transportation endorsed binding settlements in that industry.

Business observers interpreted the policy as one designed to permit the Chamber to work with the transportation industry to obtain appropriate legislation, and at the same time protect the interests of other industries from the spill-over effects.

Trying desperately to make a mountain out of a mole hill, the Chamber stressed the impact of transportation strikes on the nation's economy as "severe," and added:

"Prices in transportation are already regulated. Presently, government fact-finding recommendations for resolving labor disputes are, in practical effect, binding on employers. The industry itself believes that binding settlements of its labor disputes is essential.

"Under these special circumstances, the Chamber believes final and binding settlements will be helpful in the transportation industry."

Then, in an amazing turnabout, the Chamber statement read:

"Since compulsory arbitration in the past has not assured economic stability or labor peace or reconciled settlements, the Chamber takes this action with grave reservations and opposes its extension to other industrial groupings."

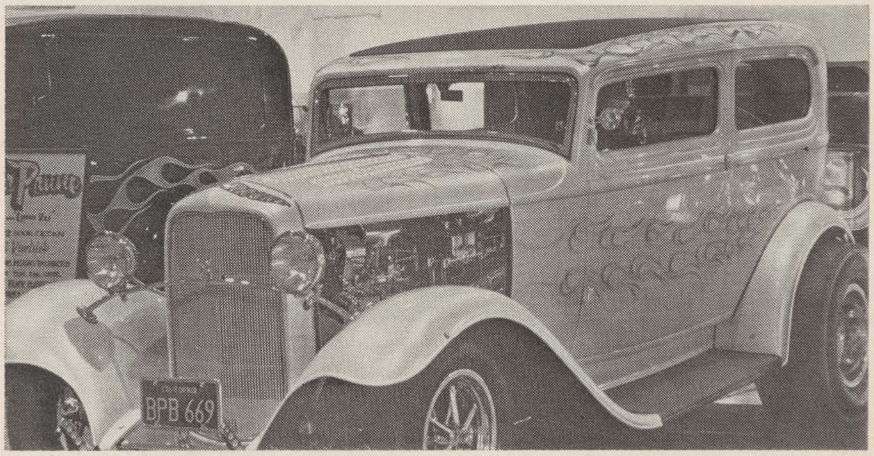
Having sliced the cake the way it wanted it for trucking, railroad, and other transport workers, the Chamber turned to a discussion of minimum wage.

It opposed any increase in the $1.60 minimum wage. At the same time, it supported a lower minimum wage for teenage workers. It also opposed any broadening of minimum wage coverage to unprotected workers and came out against automatic cost-of-living increases—presumably for anyone.

The Chamber reaffirmed its opposition to distribution of food stamps to striking workers as an unfair subsidy to one side and an intrusion by the government into the free collective bargaining process.

But subsidies in other areas were okay by the Chamber. It endorsed federal guaranties of debts for purchasing railroad freight cars in an effort to relieve "perennial equipment shortages plaguing the rail industry and resulting in shipping crises."

'Super Prune'



Phillip D. Kendrick, a member of Teamster Local 70 in Oakland, Calif., calls this 1932 Ford, "Super Prune." He bought the auto when it was a total wreck 10 years ago. Through the years, Kendrick rebuilt it at a cost of $12,000 and entered it in roadster shows, winning the sweepstakes prize in every case.

14-Month Survey

State Legislatures Rated By $200,000 Citizen Study

CALIFORNIA'S legislature is No. 1 in the nation so far as overall effectiveness and the New York assembly is not far behind according to a 14-month study completed recently by the Citizens Conference on State Legislatures (CCSL).

Conducted at a cost of $200,000 financed by several national foundations, the survey disclosed that generally the highest scoring state legislatures were in the Midwest and Far West. Those rated poorest were largely in the Northeast and South.

Lawmaking bodies were measured according to their procedures, rules and operations to determine how capable they are in performing their deliberate functions.

Larry Margolis, executive director of CCSL, said the intent of the survey was to "show the people in the states how effective their legislatures can be." Even high-scoring assemblies, he asserted, can be improved by the citizens they represent.

Rankings of the 50 states were based on five principal qualities considered necessary for an effective legislature: "functional," "accountable," "independent," "informed," and "representative."

The evaluation study, Margolis emphasized, did not attempt to measure the product of state legislatures on the merit of individual legislators. For this reason, he explained, because a state scored high in the rankings should not be construed to mean that it passed the best laws.

Besides the five basic criteria, the legislature scores were determined by studying other factors regarding the quality of legislative operations. These included time, staffing, compensation, committee structure, physical facilities, leadership, rules and procedures, overall legislative structure, and ethics.

While the California assembly came out on top in comparison with other lawmaking bodies, the California legislature still was deemed far from perfect. Its main weakness, the survey found, was too many committee assignments and inadequate public access to various reports.

Otherwise, California was rated outstanding in nearly all other respects.

Second-ranked New York was praised for its powerful legislative re-

Medical Supplies For 901

Dr. J. A. Rodriguez Astacio, (right) medical director of the Hoffa Clinic in San Juan, Puerto Rico, and members of his staff are shown unloading thousands of dollars of vitamins for members of Teamster Local 901. These drugs were made available to the local free of charge, through the offices of General Vice President Frank Fitzsimmons and the UAW's STEP (Social, Technical and Educational Program.)

It Pays To Belong To a Union

A report just published by the Census Bureau of the U.S. Department of Commerce proves that it pays—it does not cost—to be a union member.

A statistical breakdown by the Census Bureau revealed that:

—Among all workers, the median earnings of union members were 88 per cent higher than the median earnings of workers who do not belong to unions.

—Among workers employed 50 or more weeks full-time, the union member typically earned 20 per cent more than the non-union worker.

—Relatively more union members worked full-time at least 50 weeks a year—66 per cent compared with 51 per cent for the non-union group.

BLS Quits Monthly Briefings

Labor Secretary Hodgson recently ordered a halt to the Bureau of Labor Statistics news briefings.

Hodgson said the bureau's Consumer Price Index experts will still be available for interviews by individual news media men.

The action taken by Hodgson was critized as an effort to muffle bad news coming from BLS concerning the continuing tide of inflation.

sources and staffing and many other attributes. But its 150-member assembly was regarded as unwieldy.

Specific recommendations made by CCSL for most states involved:

—Smaller legislatures.

—Professional staffing of committees as well as individual lawmakers.

—Higher salaries.

—Improved committee procedures including published roll calls.

—Annual legislative sessions unlimited in length and scope.

—Better physical accommodations for lawmakers and spectators.

—Improved press facilities.

—Better bill-drafting procedures.

—Elimination of multiple-member legislative districts.

—Improved legislative rules and operating procedures.

—Tighter restrictions on possible conflicts of interest and lobbying activities.

The CCSL study determined that California was the top state, functionally, of all legislatures. Nebraska's unicameral legislature was rated the most accountable. New York's assembly was deemed the most informed. Florida's legislature was the most independent. New York was the most representative.

At the bottom of the rating list were: South Carolina, 50th in the functional column; Alabama, 50th in accountability; Wyoming, 50th in being informed; Alabama, 50th in independence, and Arizona, 50th in being representative.

The upper Midwest states of Minnesota, Wisconsin, Iowa and Illinois all scored in the upper 20 per cent overall. The so-called Deep South States of Arkansas, Mississippi, Alabama, Georgia, South Carolina and North Carolina were in the lower 20 per cent.

Margolis said that most of the shortcomings of state legislatures are the result of voters not giving the assembly the tools with which to work. He added, "If the citizens of a state tolerate, even compel, the legislature to be mediocre, they should not then blame the legislators."

Finally, declared Margolis: "If a legislature is operating only minimally, without adequate staff resources, without adequate facilities, and without a great number of systems which allow it to respond to the modern needs of a state, then it would be difficult to expect that legislature to produce creative, or even adequate, legislation."

How Does Your State Rank?

Overall Rank	State	Functional	Accountable	Informed	Independent	Representative
1	California	1	3	2	3	2
2	New York	4	13	1	8	1
3	Illinois	17	4	6	2	13
4	Florida	5	8	4	1	30
5	Wisconsin	7	21	3	4	10
6	Iowa	6	6	5	11	25
7	Hawaii	2	11	20	7	16
8	Michigan	15	22	9	12	3
9	Nebraska	35	1	16	30	18
10	Minnesota	27	7	13	34	12
11	New Mexico	3	16	28	39	4
12	Alaska	8	29	12	6	40
13	Nevada	13	10	19	14	32
14	Oklahoma	9	27	24	22	8
15	Utah	38	5	8	29	24
16	Ohio	18	24	7	40	9
17	South Dakota	23	12	15	16	37
18	Idaho	20	9	29	27	21
19	Washington	12	17	25	19	39
20	Maryland	16	31	10	15	45
21	Pennsylvania	37	23	23	5	36
22	North Dakota	22	18	17	37	31
23	Kansas	31	15	14	32	34
24	Connecticut	39	26	26	25	6
25	West Virginia	10	32	37	24	15
26	Tennessee	30	44	11	9	26
27	Oregon	28	14	35	35	19
28	Colorado	21	25	21	28	27
29	Massachusetts	32	35	22	21	23
30	Maine	29	34	32	18	22
31	Kentucky	49	2	48	44	7
32	New Jersey	14	42	18	31	35
33	Louisiana	47	39	33	13	14
34	Virginia	25	19	27	26	48
35	Missouri	36	30	40	49	5
36	Rhode Island	33	46	30	41	11
37	Vermont	19	20	34	42	47
38	Texas	45	36	43	45	17
39	New Hampshire	34	33	42	36	43
40	Indiana	44	38	41	43	20
41	Montana	26	28	31	46	49
42	Mississippi	46	43	45	20	28
43	Arizona	11	47	38	17	50
44	South Carolina	50	45	39	10	46
45	Georgia	40	49	36	33	38
46	Arkansas	41	40	46	34	33
47	North Carolina	24	37	44	47	44
48	Delaware	43	48	47	38	29
49	Wyoming	42	41	50	48	42
50	Alabama	48	50	49	50	41

Rankings were determined in the study by the Citizens Conference on State Legislatures through the following criteria:

Functional—time and its utilization, availability of staffing physical facilities such as office space, size of the legislature, number of committees, organization, and procedures.

Accountable—districting, method of leadership selection, adequacy of information necessary for lawmaking, public access to voting records and actual deliberations, character and quality of bill drafting, leadership constraints, and treatment of minority party.

Informed—amount of time devoted to legislative process, number of standing committees, handling of testimony, staffing between sessions, reports filing, form and character of bills, and professional staff resources.

Independent—independence of legislative from state's executive branch, frequency and duration of sessions, compensation of members, regulating of special-interest groups and lobbyists, control of conflicts of interest.

Representative—qualification, compensation, and voting requirements of legislators; size and complexity of each legislative body; diffusion and restraints on the leadership; relationship of members and constituents.

Joblessness Inches Back To 6 Per Cent

Unemployment moved back up to 6 per cent of the nation's work force during March after two months of slight declines, the Labor Department reported.

The rise from a February rate of 5.8 per cent of the civilian labor force came as the actual number of workers with jobs held steady.

The Bureau of Labor Statistics of the Labor Department said last month's increase in joblessness occurred mostly in the 16-to-24 age range—many of them either entering the labor force for the first time or were re-entering it.

The 6 per cent unemployment rate in March represented a return to the January level, but was still under the 6.2 per cent rate in December—highest in nine years.

Rank and file workers did take home more money last month, the report said. Average hourly earnings went up a penny to $3.36 and their average earnings increased by $1.37 to $123.98 a week, the latter mostly because of the two-tenths of an hour increase in the average work week.

Total employment remained unchanged however at 78.5 million—seasonally adjusted. The BLS said the number of employed persons has remained about the same since last May, but last month was 500,000 below the all time high reached in March of last year.

● News Drivers

Motor route dealers employed by the Olympia (Wash.) *Daily Olympian* voted overwhelmingly for representation by Teamster Local 763 of Seattle, Wash., in a recent National Labor Relations Board election.

Earl P. Collins, Local 763 secretary-treasurer, said 20 drivers were eligible to vote. The count was 13 to 4 in favor of the union.

● In California

Employees of Christy Vault Co., Inc., in Colma, Calif., voted for representation by Teamster Local 216 of South San Francisco in a recent National Labor Relations Board election, according to Morris Less, secretary-treasurer of the local union.

Big Horns

Ralph E. Davies, a retiree of Teamster Local 672, Bremerton, Washington since 1960, is shown with the antlers of a moose he bagged in Alaska last fall. The antlers have a spread of 76⅜ inches. Davies joined Local 672 in 1919. During his retirement he remains active and interested in many activities.

Airlines Establish New Group

Twelve scheduled airlines have joined together to file a 4-page agreement with the Civil Aeronautics Board for establishment of the "Airline Industrial Relations Conference."

A spokesman for the group said the purpose of AIRC is to "promote uniformly good employee relations in the industry and possibly to bargain collectively for a carrer or a group of carriers."

The spokesman, Everett M. Goulard, said the new organization will back up the mutual-aid pact under which most airlines contribute to struck airlines the added revenues which come to them as a result of a strike against a competitor. He added, however, that AIRC would not be directly connected to the pact.

Another aim of AIRC will be to seek congressional sponsorship of legislation to suit the needs of member airlines.

Among the charter members were two companies that have employees under Teamster contract—Pan American and Western.

Penn Central Doomed by Poor Policy

Gradually the story keeps seeping out as to why the Penn Central Transportation Co., went bust in one of the biggest financial scandals of recent years.

***Business Week* magazine of March 6, 1971, revealed one of the reasons when discussing the new president of the railroad, William H. Moore, who has taken to breaking old rules—an action that causes old line Penn Central executives to mutter.**

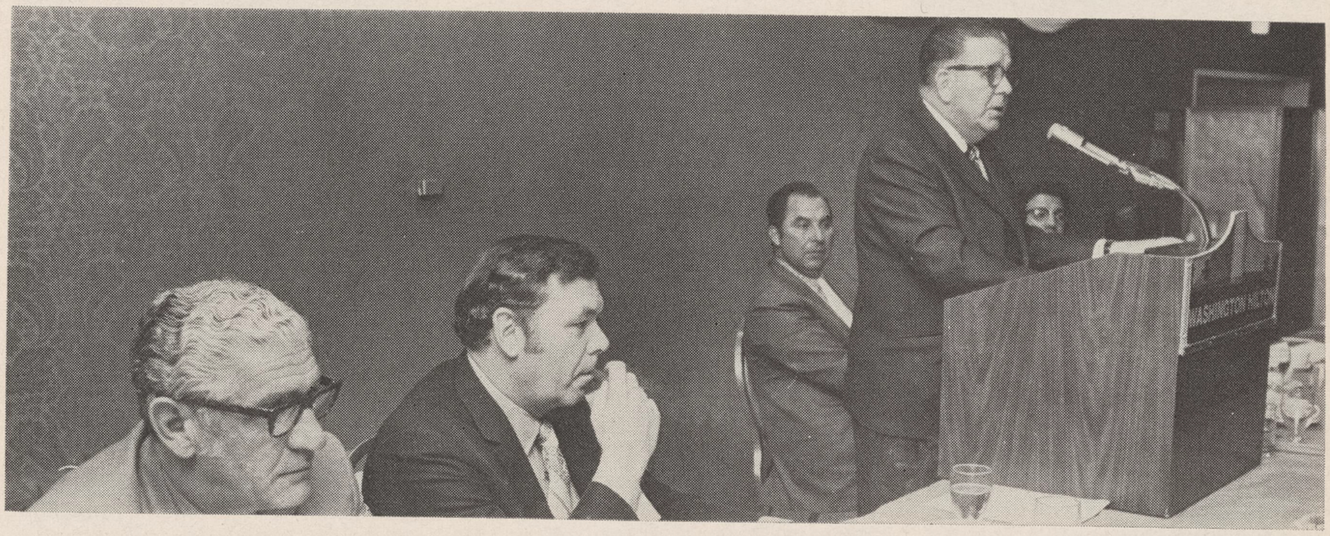
Moore, for example, has begun moving 150-car freights out of Englewood Yard which is a key assembly point for freight trains headed east from Chicago. For many years, it was Penn Central's policy to never send out a freight longer than 79 cars because the longer train would require an extra brakeman to cross Indiana.

"To save the wages of that extra brakeman, the railroad used to let cars pile up in yards outside the state," noted *Business Week*, "thus delaying shipments and underutilizing locomotives."

That, to say the least, was a helluva way to run a railroad.

Teamsters Hear Fitz:

Urges High-Level Conference To Deal With Unemployment



Teamster General Vice President Frank E. Fitzsimmons addressing Teamster delegates to the AFL-CIO Building Trades National Legislative Conference. From left to right, IBT Vice President Edward Nangle; Thomas Owens, director of the Teamster Construction Division; Fitzsimmons; and Weldon Mathis, executive assistant to Fitzsimmons.

GENERAL Vice President Frank E. Fitzsimmons has called for a high-level conference of government, labor and management leaders to develop a program to deal with an already bad employment picture expected to worsen when more American troops are withdrawn from Vietnam and discharged to civilian life.

Fitzsimmons made the recommendation as he addressed 150 Teamster officials from around the country who were in Washington, D.C., to attend the AFL-CIO Building Trades National Legislative Conference. Nearly all the Teamsters were from construction local unions.

Keying his address to recent moves by the Nixon Administration as related to organized labor, to anti-union legislation pending in Congress, and to the problem closest at hand—unemployment—Fitzsimmons noted that joblessness in construction was running well over 30 per cent in some area of the United States.

Even though the government has pegged unemployment at six per cent of the work force, Fitzsimmons remarked that this was based primarily upon the number of jobless workers drawing unemployment compensation.

"What these figures do not take into consideration," he said "is the fact that many workers have already exhausted these benefits and no longer show up in the statistics, even though they are still without a job.

"So the six per cent figure is not an accurate one. I suspect that seven or eight per cent of the work force is really idle."

So far as the future is concerned, Fitzsimmons said, there is not much immediate prospect for improvement in the job statistics, and added: "I think a good question at this point might be: How bad will the unemployment picture be as troop withdrawals from Vietnam are speeded up and the men returned to civilian life?"

Expressing thanks for the winding down of the war in Southeast Asia and for each soldier brought home, Fitzsimmons declared:

"However, I say that now is the time for a high-level conference of government, labor and management to develop a program to deal with this pending problem.

"Have we really learned anything from past experience?—or will we let this one slip and slide until soup kitchens and bread lines are once again a part of national economic policy?"

Hosting the meeting of the Teamster delegates to the Building Trades legislative conference was Thomas Owens, IBT Construction Division director.

Fitzsimmons remarked that Americans traditionally have the strength to recover from disaster, "but, unfortunately, we don't pile up too many merit badges for anticipating trouble and solving problems before they become disasters."

Because working men and women are always the victims of a slipshod approach to a troubled economy and outrageous unemployment, said Fitzsimmons, plans must be made to deal with an anticipated massive flood of returning veterans.

The General Vice President also discussed the recent Nixon actions of suspending the Davis-Bacon Act and then reinstating it after a few weeks, saying:

"Now we are faced with wage stabilization in the building trades. My position is the same today as it was stated at the recent construction meeting in Arizona.

"We in the Teamsters do not support a system which singles out one industry or one group of workers. If there are to be controls, we are firm in our position that they be applied to all forms of income—not just wages and prices."

Fitzsimmons continued:

"It does no good to 'control' one segment of the economy and let the rest of the economy go its merry way. And, I think it is significant that we now have a wage stabilization board in the building trades.

"I would like to remind that congressional authority for President Nixon to impose wage and price controls is a legislative action, and that the action did not give authority to impose controls on *all* forms of income."

Fitzsimmons stressed the importance of legislative action to trade unionism, and cited proposed amendments to the Fair Labor Standards Act as an example. He reminded the delegates of the difficulties in organizing in the Southland because of "right to work" laws which permit the open shop—"it is the legislative process working to our disadvantage."

He said: "To talk about Davis-Bacon again, it was suspended with the hope that non-union contractors would be able to win government contracts away from contractors who were signatory to our collective bargaining agreements. Again, it was the legislative process breathing down your necks and the necks of your members."

Fitzsimmons said organized labor's legislative representatives must work harder to "make our influence known in government circles." He cited unemployment as an example:

Fail Responsibility

"We have powerful government spokesmen and advisers to men in high office saying that a certain amount of unemployment is acceptable. Well, when government policy takes us down that road, I say we have failed in our responsibility as leaders of men. We fail to get across the point that government policy should promote the general welfare and not make personal tragedies out of working men and women to try and keep the economy on an even keel."

Proposals in Congress to outlaw national bargaining, to outlaw strikes in the transportation industry, to impose compulsory settlements, and many other union-busting ideas were cited by Fitzsimmons as reasons for the need of unions to increase their attention to the legislative process.

"The day of sitting back in your local union," said Fitzsimmons, "content to negotiate contracts and police agreements is long past. In the words of the young members of our society—'the legistlative hall is where it's at.' And in my own words, it is in the legislative halls where we are getting our brains kicked out."

David Sweeney, IBT legislative counsel, discussed pending legislation and the activities of DRIVE, legislative and political arm of the Teamsters.

Fitzsimmons complimented the Teamsters for their interest in attending the legislative conference and expressed the hope they would be successful in getting the Teamster message across to their congressional delegations.

While underlining the importance of legislative action, Fitzsimmons remarked that "it goes hand in hand with collective bargaining, one complimenting the other."

He again stressed that national agreements with companies operating nationwide were the backbone of sound collective bargaining "whether they be in construction, in freight, in warehousing, or any of the many other jurisdictions in which our members work."

Mrs. Hoffa Recovering In San Francisco

Josephine Hoffa, wife of General President James R. Hoffa and national president of DRIVE Ladies Auxiliaries, has been released from the hospital and is now recuperating in San Francisco.

Mrs. Hoffa is very appreciative of the many communications she had during her hospital stay.

Following her recovery period, Mrs. Hoffa will again resume her duties as president of DRIVE Ladies Auxiliaries and will be taking the legislative and political message to Teamster wives.

Legislative Mill a Beehive

Many Anti-Union Proposals Introduced

Even though the Ninety-second Congress is still in its infancy, already thousands of pieces of legislation have been introduced.

Among the many bills that have been introduced are the usual avalanche of anti-union measures. Included in this garbage pile of legislation are bills that would eliminate the right to strike; attempt to change the nature of the National Labor Relations Board, so that it becomes an extension of management; and legislation which would seek to confuse, degrade, and even eliminate collective bargaining.

Legislation has been introduced and referred to the appropriate committees which relate to the regulation of pension funds, which amend the Landrum-Griffin Act to provide a more extensive list of unrelated crimes which would preclude holding union office, which would subject the transportation industry to compulsory settlement of labor-management disputes, which would abolish the ICC, which would limit the political and legislative activity of labor organizations to those activities which deal strictly with collective bargaining and direct representation of members in connection with wages, hours and conditions of employment.

All is not bad. There has been some good legislation introduced also. There has been legislation introduced to raise the federal minimum wage to $2.00 an hour, legislation introduced to provide comprehensive health care for all citizens, legislation to reduce the impact of unemployment on the unskilled segment of the work force, legislation to increase the term of office for local union officers from three to five years (this piece of legislation was introduced at the request of General Vice-President Frank E. Fitzsimmons), legislation to protect the consumer from fraudulent guarantees and to provide the consumers with the right to sue manufacturers who produced inferior products or advertised them falsely.

It is of course very early in the legislative session and no significant progress has been made on any piece of legislation of any consequence. And it is indeed still too early in the session to make any guesses as to which pieces of legislation will make any significant progress in the near future.

Landrum-Griffin Amendments. Congressman Roman Pucinski (D-Ill.) has introduced H. R. 9, to amend the Landrum-Griffin Act with respect to the terms of office of officials of local unions. This legislation would extend the term of office for local union officers from three to five years. This legislation has been referred to the House Committee on Education and Labor, and no hearings have been scheduled. No companion bill for Mr. Pucinski's legislation has been introduced in the Senate at this time.

Congressman John Ashbrook (R-Ohio) has introdced H. R. 7126, to expand the list of enumerated offenses which would prohibit the holding of union office.

Landrum-Griffin amendements to the National Labor Relations Act already contain a list of offenses which automatically bar a union official from holding office for five years after completion of a sentence for a violation.

No such exclusion for violation of the criminal code is provided for in law for any other segement of society. Ashbrook's proposed legislation would add some 11 additional disqualifiers, including "conspiracy to commit any listed crimes or any crime involving one of the listed crimes."

No hearings are scheduled on the proposal at this time.

No legislation has been introduced in the Senate which would compare with this. However, the Administration has leaked to the press its intention to draft legislation which would expand the list of enumerated offenses which would prohibit the holding of union office.

The proposed plan of which the Administration has spoken would include drafting the legislation in such a manner that it would be referred to the Judiciary Committees—specifically to Senator John McClellan's Committee rather than to the Labor Committee.

Taft-Hartley Amendments. In February of 1971, Senator Robert Griffin (R-Mich.) introduced the Administration's Emergency Public Interest Protection Act of 1971, S. 560. This bill was referred to the Senate Labor and Public Welfare Committee.

This is the same piece of legislation that was introduced last year which gives power to the President of the United States to require partial operation of a portion of the transportation industry having labor-management disputes, or to extend the 80-day injunction under the Taft-Hartley Act for 30 days by Administrative Order, or to require that both sides of a labor dispute in the transportation industry submit proposals which will in turn be submitted to a presidentially appointed panel. The presidential panel will select one or the other of the proposals from union or management, and the proposal selected by the panel will become the collective bargaining agreement.

No hearings have been scheduled for S. 560 in the Labor and Public Welfare Committee.

Senator Jacob Javits (R-N.Y.) has introduced S. 594, which is a bill to amend the emergency labor dispute provisions of the Taft-Hartley Act.

Senator Javits' bill, which is not limited to the transportation industry alone, provides that when there is a labor dispute likely to result in a strike or lockout that imperils the health and safety of the nation, or a substantial portion of the nation's population, the President will have additional tools with which to deal with the labor dispute over and above those which are now available under the Taft-Hartley Act.

The terms of S. 594 provide that when the President of the United States determines that a potential danger to the health and safety of the nation is likely because of a labor dispute, the first step available is the appointment of a Board of Inquiry. The Board of Inquiry is appointed to investigate the facts surrounding the labor dispute.

When the President receives the report from the Board of Inquiry he may:

1. Extend the 80-day cooling-off injunction for as long as 30 days, during which time no strike or lockout or change of

the status quo can be made by either party to the labor dispute. Also, during the time for which the injunction is extended the parties to the labor dispute are under a duty to bargain collectively.

2. When the President receives a report from the Board of Inquiry or at the time that the period for which the injunction has been extended comes to an end, the President can call on the Attorney General to institute a civil suit to enjoin a strike or lockout or a potential strike or lockout; and the injunction will be granted if the labor dispute effects an industry engaged in commerce and if the potential labor dispute would imperil the health and safety of the nation.
3. If an injunction is granted under number 2 above, the President shall reconvene the Board of Inquiry, and at the end of a 60-day period the Board of Inquiry shall report to the President the current position of the parties. The report made by the Board shall include a statement by each party of his position and a statement of the employer's last offer of setlement and a set of the Board's recommendations if the President so directs.
4. After all of the above steps have been exhausted, the President, upon recommendation of the Board, can direct the National Labor Relations Board to take a secret ballot of the employees on the question of whether they wish to accept the final offer made by the employer; and the results of the election shall be certified to the Attorney General within 5 days.

Political and Legislative Activities of Labor Organizations. In January of 1971, Congressman Crane (R-Ill.) introduced H.R. 1259, to amend the Labor-Management Reporting and Disclosure Act so as to prohibit the use of certain funds for political purposes collected by labor organizations from their members.

This legislation would prohibit the use of any part of dues, assessments or other monies collected from a member by an agreement requiring membership in a labor organization as a condition of employment for any political purpose whatsoever or for any other purpose not directly related to the representation of the employees for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment.

The legislation would prohibit the union from making any expenditures in connection with lobbying or other activities to promote the enactment or defeat of legislation, unless that legislation is directly related to collective bargaining, rates of pay, wages, hours and other conditions of employment.

The bill would not prohibit the administering of a separate contributory fund such as DRIVE for any political purpose if these funds were voluntary and were not collected along with dues.

The real effect of this bill is twofold. (1) It would eliminate union's participation in the legislative process in connection with legislation that deals with the broad interests of our membership such as welfare, health, taxation, and general areas relating to the citizenship of our members; and (2) it would mean that the right to gather voluntary political funds by way of a checkoff system would be put into serious doubt.

No hearings have been scheduled in connection with this bill.

Update On Driver Regulations

The Three-Doctor Formula. Under area supplemental agreements to the national contract, there are provisions for arbitrating conflicts in medical evaluations of drivers. It is possible for a driver who has been disqualified for physical reasons by one physician to seek the opinion of a second physician. If the second physician is of the opinion that the driver is physically qualified to drive, then a third doctor may be selected by the parties; and the third doctor will make a determination as to whether or not the driver is in fact physically qualified. The decision of the third doctor is binding upon both management and the driver.

Section 391.47 of the Driver Qualification Regulations, which were published by the Department of Transportation, provides that if two or more medical examiners disagree as to whether a person is physically qualified to drive a motor vehicle, the Director may determine whether that person is physically qualified to drive a motor vehicle if he is asked to do so by the driver or the carrier.

Early this year, certain field personnel working for the Bureau of Motor Carrier Safety decided that this section took precedence over the Three-Doctor Formula as prescribed in our contracts.

After consulting with the Bureau of Motor Carrier Safety, it was determined that Section 391.47 did not take precedence over our contract provisions. The nature of this section is permissive and not mandatory.

Petition

Hearing Aids. Driver Qualification Rules, as they are now in effect, do not allow a person with a hearing defect to pass the hearing test while wearing a hearing aid.

This has been the form of the rule for the last 30 years; however, this rule has never been enforced until just recently.

A petition has been submitted by General Vice President Frank E. Fitzsimmons requesting that the rules be amended to allow a driver to pass the hearing test while wearing his hearing aid.

As a result of Brother Fitzsimmons' petition, the Bureau of Motor Carrier Safety has announced its intention to amend its rules so as to allow a driver to pass the hearing requirements with or without the use of a hearing aid.

Additional Safety

Hand Valves. At the present time, the Department of Transportation does not require that a truck-trailer rig be equipped with a hand-brake valve. However, the Department of Transportation has recently decided to consider making a rule which would require that such hand valves be installed as original equipment on new trucks.

The International has submitted written comments urging the adoption of a rule requiring hand valves. It was pointed out that the hand valve provides to the driver an additional safety device with which to meet varying conditions. The hand valve helps prevent jack-knifing on wet or icy roads, gives quicker, straighter emergency stops, and helps prevent dangerous roll-back when taking off on steep grades.

For Your Information

Child Labor Increases

Illegal child labor is on the increase as a growing number of employers use below-age youngsters for the work—sometimes hazardous—of men and women.

In fiscal 1970, according to the Labor Department, investigators found 13,042 cases in which employers illegally hired kids—an increase of 15 per cent over the previous year.

Among the biggest violators are motels and restaurants and hamburger joints.

Recently a Maine logging company was discovered to be working 33 under-age youths to roll logs down a river; the boys said they took the jobs after being told to falsify their ages.

White Collar Uniforms

For whatever reason, employers more and more are asking their white-collar workers to wear company-specified uniforms in their work.

AT&T, for example, said it received a "very favorable reaction from 100 customer-relations employees involved in an experiment with what it called "career attire."

Banks are prominent among businesses turning to the white-collar uniform in what would appear to be an effort to destroy the workers' "individuality."

Teacher Strikes

The number of teachers approving strikes has increased an estimated 40 per cent since 1965, according to a survey by the National Education Assn.

The survey also disclosed that 73 per cent of the teachers now think strikes are justifiable. Five years ago, only 53 per cent agreed with this view. About 87 per cent of men teachers approve of walkouts compared with 66 per cent of the women.

The number of teacher strikes has increased 15-fold in the past five years with opposition to walkouts remaining more common in rural than urban or suburban communities.

Penn Central Mess (Contd.)

Chairman Wright Patman of the House Banking Committee charged recently that the investigating public was kept in the dark while banks and other institutional investors unloaded hundreds of thousands of Penn Central Co., shares in the weeks before the railroad's financial collapse.

Patman based his charge on a committee staff report analyzing the sale of 1,861,000 Penn Central common shares by nine institutional investors between April 1 and June 21 of last year when Penn Central Transportation Co., filed for bankruptcy.

"It is obvious," said Patman, "that many of these sales were undertaken with either the greatest clairvoyance or on the basis of inside information about the corporation's future prospects."

Housewife Beats Machine

It could only happen in England. The manufacturer of a dishwashing machine challenged any Bournemouth housewife to match her ability against one of his machines.

Mrs. Joyce Brister accepted the challenge. The manufacturer sponsored a banquet for 16 and the dirty dishes were divided evenly between Mrs. Brister and the dishwashing machine.

Three judges inspected the results and ruled that the cleanest stack of china, glasses and cutlery was Mrs. Brister's. Said the Englishwoman, "I feel great having beaten the machine."

On the same day that the U.S. Treasury Department revealed there were 56 Americans with incomes of more than $1,000,000 a year who were not paying any income tax, a union member in Washington, D.C., received a tax bill requesting him to remit 98 cents—or else!

Medi (Gravy) Secrets

A bill has been introduced in the Senate to force the Nixon Administration to make public the names of doctors who receive $10,000 or more a year in Medicare and Medicaid fees—plus the amount they receive.

Officials of both the Department of Health, Education and Welfare and the Social Security Administration have refused to make public the Medicare-Medicaid fee recipients.

Sponsors of the Senate bill claim the Administration has been relying on a 35-year-old Social Security Administration secrecy policy to shield the doctors.

The same bill was submitted to Congress a year ago and died in the Senate Finance Committee.

Business Critics Attacked

James M. Roche, chairman of General Motors Corp., recently accused consumer advocates who criticize corporations of threatening the entire free enterprise system.

Roche said corporate critics are assaulting America's reputation and creating an unfairly negative image of business in the U.S.

He did not identify his targets but it was clear that his complaint—aired in a Chicago speech—was aimed at Ralph Nader, consumer causes advocate, and the Project on Corporate Responsibility, a reform group pushing for sweeping changes in GM's operations.

● Jobs for Vets

The March unemployment report showed that veterans returning from Vietnam are among the hardest hit in the effort to find work.

The unemployment rate for the young veterans was more than 10 per cent, up sharply from the 8 per cent rate in the last quarter of 1970, indicating that not much relief has come to the veterans in terms of work.

A congressional hearing on veteran unemployment and general readjustment problems last year showed that high jobless rates inflict an especially serious handicap on recently returned vets.

● Burns Burns

One of the nation's most notorious union-busting and strike-breaking outfits—the Burns Detective Agency—discovered rather unhappily recently that it couldn't break a strike of its own employees.

Nearly 400 Burns guards got thoroughly fed up with a minimum pay scale of $1.78 an hour. They went out on strike to demand a $2 minimum.

The strikers learned a quick lesson in trade union solidarity. Of the 90 companies for which Burns provides guards, only one decided to use the detective agency's scabs during the strike.

● Dollars for Sale

The federal government has gone into the business of selling silver dollars with a vengeance.

Mint plans are for production of 130,000,000 Eisenhower silver dollars which will not go into circulation except to collectors. The first 130,000,000 will sell for $3 each.

Another 20,000,000 Eisenhower silver dollars then will be sold for $10 each. At those prices, who could afford to launch them into the marketplace?

● Summer Job Outlook

The summer job outlook for students is not so good in view of the sluggish economy.

Reports from all areas indicate that summer job openings will be fewer in nearly every line of work. Many companies that hired so-called summer "interns" before will not do so this year.

Applications for summer work, meanwhile, are reported very heavy with an estimated 100,000 youths in New York City alone searching for summer work.

● Wealthy Tax Dodgers

Some 301 Americans with incomes in excess of $200,000 annually paid no income tax in 1969—almost twice the number of wealthy tax dodgers in 1967—according to Rep. Henry S. Reuss (D-Wis.).

Rep. Reuss brought the figures into public view during a Joint Economic Committee hearing, eliciting them from Treasury Secretary John B. Connally.

The 1969 Tax Reform Act contained a "minimum tax" provision intended to reduce the number of wealthy persons who pay no tax. However, its impact will not be determined until the list of wealthy tax dodgers for 1970 is compiled many months from now.

● Consumer Deception

Despite the Truth in Lending Act, consumers are still taking it in the neck, according to Rep. Leonor K. Sullivan (D-Mo.).

Mrs. Sullivan, who is a member of the bipartisan National Commission on Consumer Finance, said recently that even though the law cleared up written credit charges to eliminate deception, that consumers are still falling victim to "oral deception."

The moral seems to be: Make the merchant write it down on paper when getting a loan or buying on the installment plan.

● Rail Freight Rates

The Interstate Commerce Commission recently okayed permanent freight rate increases of nearly 12 per cent in the East and West portions of the country and 6 per cent in the South for the nation's railroads.

Much of the increase given final approval by the ICC was granted on a temporary basis last fall. The increase was the fifth given to the railroads by the ICC in the past four years.

Revenue to be brought in by the new increases will total an estimated $1.2 billion annually.

● Fast Passenger Train

The Department of Transportation has given a $121,337 grant for a study to determine the feasibility of building a passenger train that would travel up to 1,000 miles an hour through a tube containing thin air at minus 450 degrees F.

The grant went to Stanford Research Institute. The concept has been considered for several years in both the United States and Japan.

The objective would be a pressurized train that would roll on rubber tires until it reached 50 m.p.h., in a tube where a partial vacuum had been established to minimize air resistance. Then the train would be lifted off the ground by magnetic force and whiz silently through the thin air.

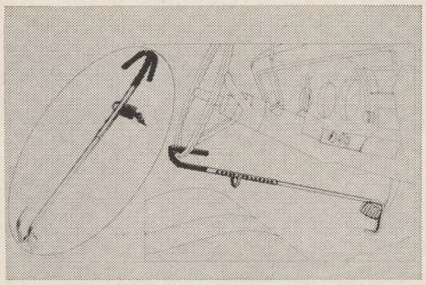
● National Credit Union

Seventeen members of the House Banking and Currency Committee joined together recently to introduce legislation that would establish a National Credit Union Bank.

The bill would give central banking services to the nation's 24,000 credit unions which are basically savings and loan institutions established by employees or members of an organization.

WHAT'S NEW

Steering Lock

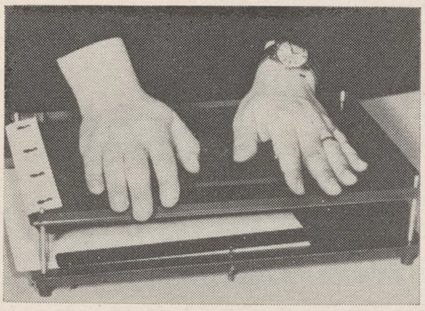


Most late model autos employ the principle of locking the steering column of an auto when the ignition is closed thereby preventing theft. But what about older models? A California based manufacturer has produced an adjustable locking arm that extends from the brake pedal to the steering wheel of a car, locking the steering column in place.

The unit adjusts to fit most models and can be installed in 15 seconds. Once positioned, the stem of the unit is locked by padlock and key making the car virtually immobile.

●

Hand Mimeo



Any organization with mimeo needs on a small scale should find this item ideal. According to the manufacturer, this hand-operated mimeograph machine will turn out up to 5,000 copies from one stencil.

Marketing for around $30, the fully equipped unit weighs three pounds and takes up only 10 x 15 inches of space. It is constructed of metal and high impact plastic, uses standard mimeograph stencils and there are no messy drums or rollers to clean.

The machine will reproduce as large as 8½ x 14 inch sheets and prints even on cardboard.

Moisturizer

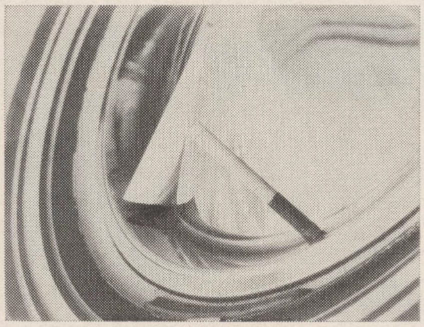
Householders can assure themselves of proper humidity levels in the home with a specially-installed humidifier. A new type of humidifier provides the average sized home with up to four additional pounds of moisture per hour to indoor air, and is now offered on the market.

According to the producer, this item can be installed inside the main supply duct of any forced warm-air heating system with a minimum of installation time.

●

Tire Sensor

A California electronics engineer has invented a new inexpensive safety system for motor vehicles. It is an "electronic tire pressure sensing system" that was originally designed to warn truck drivers of impending tire trouble and is completely compatible with automobiles or any other type of vehicle that travels on pneumatic tires.



This safety system consists of subminiature transmitters that are attached in seconds to the valve stem of each tire by placing the unit directly over the valve stem, screwing on like a valve cap. Every transmitter is a self contained unit weighing approximately two ounces, slightly larger in diameter than a valve stem, and less than two inches long. The instant air pressure drops below or rises above a pre-set pressure, a signal is transmitted to a special receiver, mounted under the driver's dashboard.

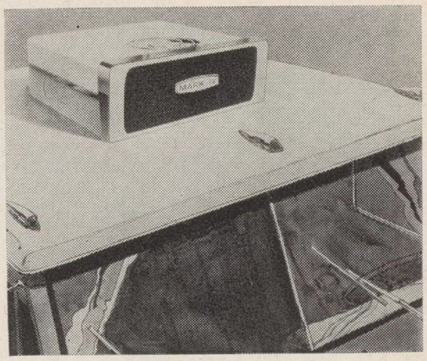
The driver is then made aware that a problem exists with one of his tires.

Each transmitter is made of materials that are impervious to any weather and temperature conditions that a tire might encounter. This applies whether the same vehicle is operated in the Sahara Desert, the South Pole, or in the marshy wet everglades of Florida.

Each transmitter will withstand the vibrations and bumps of the roughest type, on or off the road, without affecting the operation of the unit.

●

Cab Cooler



The top manufacturer of truck air conditioners has announced a new lightweight 12-volt unit will be available for installation on heavy duty truck cabs.

The new model is completely housed in an all steel case measuring 24½ inches by 25½ inches and extends only 8¾ inches above the cab roof. The entire sixty pound unit is protected by a baked enamel cover that unsnaps and slides off for quick access for repairs.

The control panel is located on the ceiling of the cab within safe and easy reach of the driver. The controls feature temperature and blower adjustments. There are three adjustable air outlets with an optional fourth duct directed into the sleeper area.

This model can be installed in the factory or as an addition to existing fleets. The mounting conforms to installation specifications of all truck manufacturers.

●

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Lost and Found

A veteran deer hunter and his novice friend were making their way through the deep, dark forest as night was about to fall. Both had the nagging feeling that they didn't know where they were.

Unable to contain his panic any longer, the first-timer turned to the veteran and exclaimed; "We're lost, lost, lost!

With the calm of a librarian, the seasoned hunter assured the youngster, "don't worry, if worst comes to worst, all we have to do is shoot one more deer above the limit and the game warden will step from behind the tree and show us the way home."

Dear Pop . . .

Two Teamsters with sons in college were comparing notes. "My boy's certainly getting smart," said one. "His letters always send me to the dictionary!"

"You're lucky," replied the second. "My boy's letters from college always send me to the bank!"

How Come?

Other peoples troubles are never as bad as your own . . . but their children are always worse.

That Masked Man

Two six-year-olds were sharing a hospital room for tonsilectomys. Both were mentally preparing to go under the knife and were asking each other about the medical curiosities they were noticing.

"Why do the doctors always wear masks when they're performing surgery?" asked the first boy.

"I'm not real sure," replied the second, "but I think its so that if they mess up you don't know who did it."

Win, Place, Show, etc.

Horse players are a funny breed. A newspaper reporter doing research at a local racetrack recently overheard the following remark by a veteran handicapper: "Gosh I hope I break even today. I sure could use the money."

Big Chance

A horse race enthusiast and heavy gambler had been bothered for a long time with his eyes. When the condition got so bad that he couldn't read the racing form, he went in search of an eye doctor. After wandering around town for a few hours, our hero happened upon the offices of one Dr. I. C. Poorly. On the good doctor's office door was a statement "Hrs. 10-1, wkdys."

The handicapper took one look at the office door and turned immediately to leave. "I take enough chances at the track every day," he muttered to himself. "No sense in me giving my money to a 'long shot' sawbones."

Now You Know

A dying old Indian chief had two sons, Flying Eagle and Falling Rock. He was unable to decide which should be the chief when he died, so he told each to go out and bring back all the treasure he could gather in one moon.

At the end of the period Flying Eagle returned with his treasure, but Falling Rock never showed up. That's why, to this day, as you drive along the highway you'll see signs: "Watch Out For Falling Rock."

Amazing Trivia

One seventh of your life is spent on Monday.

Inflation

Husband: "What did you do with all that money I gave you last week for groceries?

Wife: "Stand sideways and look in the mirror."

Its In the Word

Clem: "What's the difference between a taxidermist and a tax collector?"

Lem: "A taxidermist only skins you."

Deft-Nitions

A Beer Baron—A malty millionaire

Hair—The only thing that really prevents baldness.

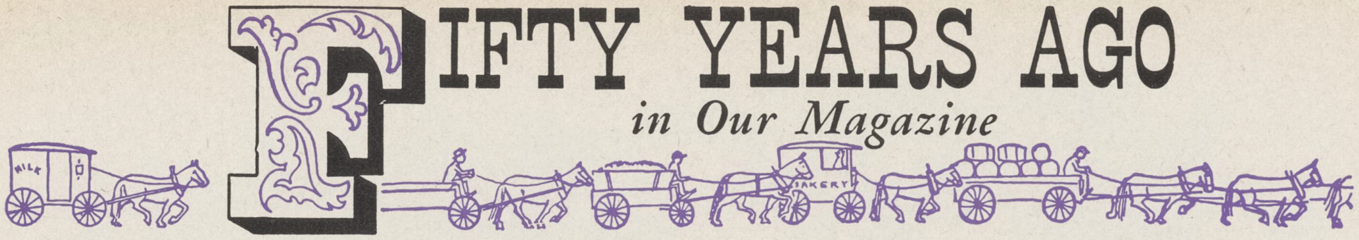
Hangover—Something to occupy the head that wasn't used the night before.

Home—A place where part of the family waits while the others are using the car.

Income—Something you can't live without or within.

Inflation—Being broke with a lot of money in your pocket.

FIFTY YEARS AGO
in Our Magazine



Vol. XVIII *(From the May, 1921, issue of the TEAMSTER)* **Number 5**

Bootleg Liquor Causes Death, Illness Members Cautioned to Possible Effects

RECENTLY some of the hotels in Washington, D.C. were raided by prohibition officers for illegal liquor. A large quantity of home-made liquor was confiscated by the agents and sent to laboratories for chemical analysis by government chemists.

The results of the chemical analysis were made public by the chief of the prohibition enforcement agency and, in essence, the report stated that the fluid is made of wood alcohol, ether and a coloring substance. This combination is an almost deadly poison and to survive after drinking this liquid is next to impossible.

The chief continued by saying that he was surprised that any human could swallow this stuff and not become blind or die immediately from poisoning. He said that the bulk of this illicit alcohol is distributed by bell hops and porters around the hotel and the management of the hotels disclaim any knowledge of its existence.

There are even rumors that some policemen are engaged in the traffic of this liquor as "fences." This is even more reprehensible than the sale by men in other occupations because it casts a degrading light on the institution of law and order.

In the hotels and other places where the really bad imitation liquor is being sold quite openly, there are many men passing away as the result of drinking it and the authorities attribute the cause of death to other elements.

Many persons who are dealing in the sale of illegal liquor are reaping huge profits in this murder game—at the expense of many a naive worker who not only gets gypped of his money—he also runs the risk of doing irreparable damage to his body.

The liquor offered for sale today to the average working man is deadly poison. It costs about one dollar a quart to manufacture this poison and it sells at prices ranging from $15 to $30 per quart on the market. Nearly all of the old whiskey that was on the market when prohibition went into effect has either been consumed or purchased by the wealthy who have stored it away for their own purposes.

We are publishing this information to warn our membership against the use of this so-called whiskey. Nearly anything now available through bootleg channels is simply imitation whiskey and, in almost every instance, it is poisonous. Those who seem to know, claim that there are several garages and other places in and around the greater New York area where this stuff is being manufactured daily and sold almost immediately.

This organization urges the government to suppress the manufacture of this liquor and we suggest that in any instance where a man dies or is blinded as a result of drinking this liquor, the individual who sold it should be held criminally responsible.

We are not judging the values of the current prohibition of alcohol. We are only asking our members to keep in mind the fact that this situation exists and it is our duty to bring it to their attention.

Prohibition enforcement agents dispose of some illicit liquor confiscated during a recent raid in Washington, D.C. Some of the captured liquor was analyzed and reported to be an extremely dangerous poison.

Labor Solidarity Defined

The term "solidarity" is often misunderstood as it is used in labor terminology. When we use the term, we mean the unity of the human family.

Solidarity must be based upon a realization of the ideals of equality, liberty and fraternity. It cannot be achieved by following the prompting of envy, ambition and disregard of the moral conscience.

Tyranny, spoliation, intolerance and hatred do not lead humanity to the goal of brotherly love and social justice.

All those who are willing to serve in the cause of humanity should not dwell upon their wrongs or seek to acquire only new rights—they must learn to insist upon the performance of the duties which accompany every right or privilege.

It is the privilege of any mind to excel others—go as far as it may—but such excellence does not give a right to dominate, only to be of greater service to humanity and to receive in return the appreciation and love from their fellows.

Solidarity demands from its devotees deeds of forbearance and sacrifice, not the forbearance of revolution and force.

Highway SAFETY is YOUR business

Drive Carefully

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

JUNE 1971

In Horseheads, N.Y.

A & P Warehousemen End Strike With Much Improved Contract

Fitz Urges Aid for Boy Scouts

1,000 New Members

Kentucky Local Wins Ballot For Indiana Boat Builders

New Contract Signed at O'Day Boat

Escondido Ruling Won By Local 36

Covers 1,000

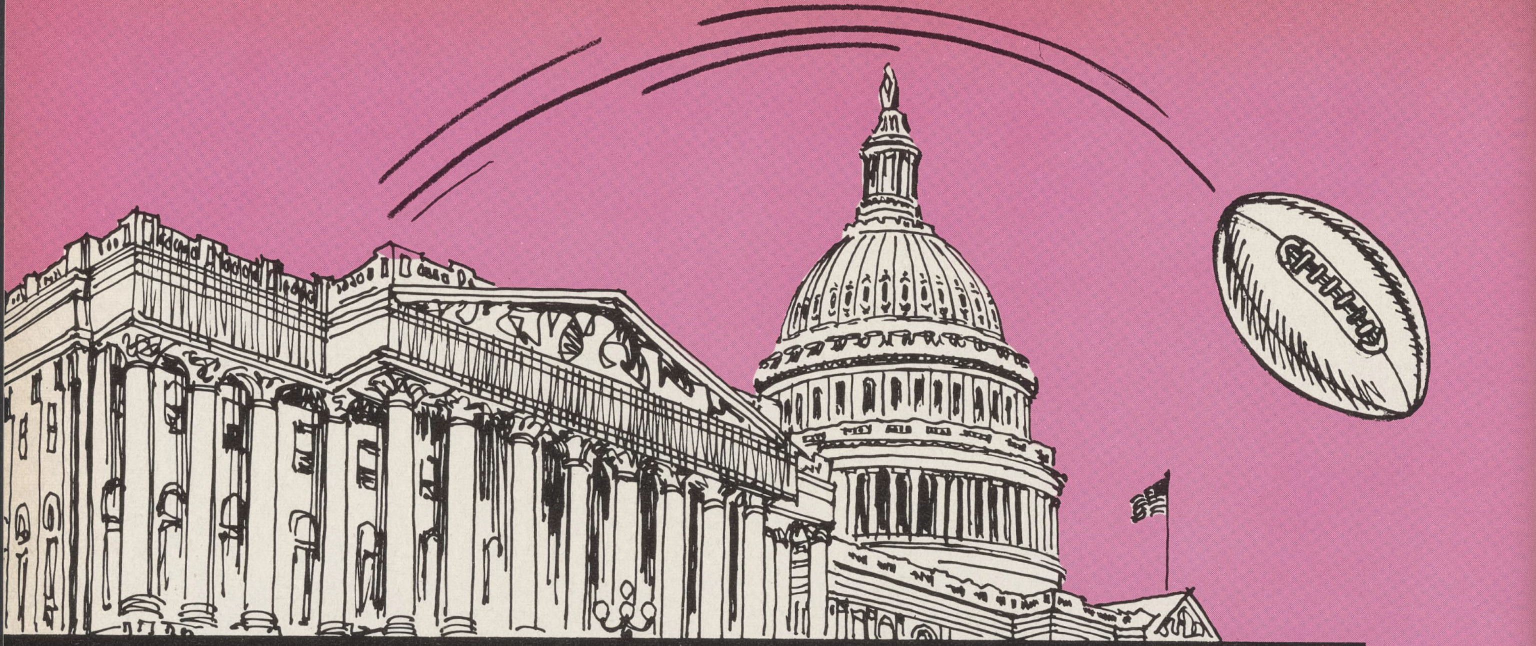
Photo Workers Okay Pact With N.Y., N.J., Companies

Early Negotiations

Detroit Teamsters Ratify Gains in Newspaper Pact

General Executive Board Holds Quarterly Meet

See page 6



LABOR'S PLACE IN HISTORY

"POLITICAL FOOTBALL" is a phrase that long has been kicked around the field of government at times when an issue of great importance has attracted demagogues, for various reasons, to both sides of a piece of proposed legislation.

That is the case now with changes proposed in the Social Security Amendments of 1971—a bill to revamp the nation's welfare system.

Officially called the Family Assistance Program when proposed two years ago by President Nixon, the proposal undoubtedly is the outstanding piece of social legislation pending in the 92nd Congress.

It already has been altered by the House Ways and Means Committee under the chairmanship of Rep. Wilbur Mills (D-Ark.). The Administration has accepted Mills' revisions.

At this point, the package of amendments extends to some 800 pages. It will be some time before the congressmen finish wading through this pile of paper and move the bill to the floor.

Meanwhile, the political football gets kicked around more and more every day—but with a difference: The rules have changed slightly and inconspicuously.

Where opponents of welfare programs once used to issue tirades against "loafers" and "cheats," now they soft-pedal this kind of verbage. Today the language is couched in terms of what is administratively acceptable and financially possible.

There are two reasons for the change.

Tons of statistics have been developed by government researchers to show, for example, that half of all welfare recipients are children and a fourth are elderly. Thirteen per cent are mothers and a fifth of these are already in job training or have low-paying jobs. It's difficult to call such unfortunates "loafers" and "cheats."

The other reason is that the proposed welfare reform is pegged to a complicated entertwining of state and federal financing. Politicians are very leary of saying the wrong thing for fear they will compromise or harm financing programs back home—whether they involve welfare or not—because $8.8 billion is a lot of peanut butter to be spread over the administrative bread.

The more crass politicians are not impressed. They continue to ride the myths of welfare, in a low-key fashion, for all they are worth. They try hard to set up straw scapegoats so as to mislead their constituents.

At the same time, more responsible politicians are working steadily at the task as they try to make some sort of sense out of the jerry-built American welfare system which HEW Secretary Elliot L. Richardson recently described as "demeaning, degrading and disincentive."

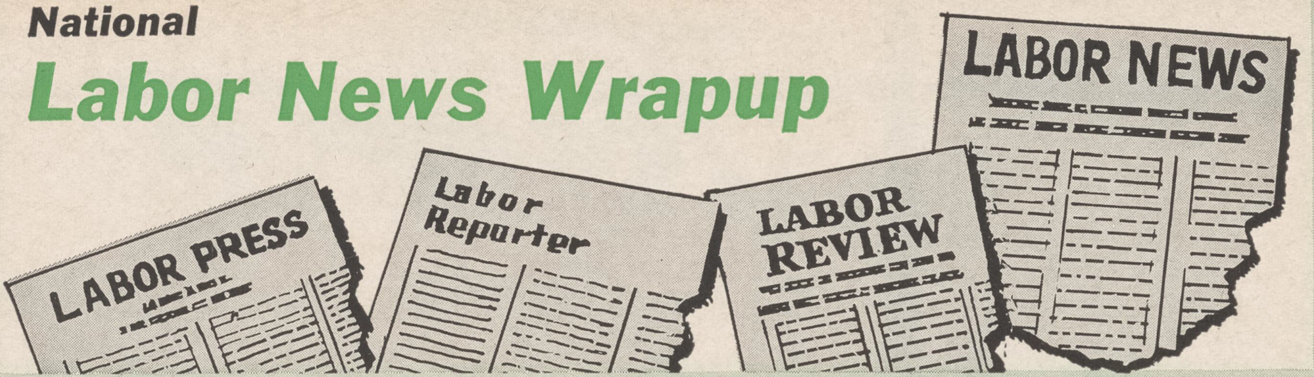
Even as the nation's welfare crisis continues to worsen, the dispute intensifies over what has come to be called the Mills' measure, but which Nixonites term simply an extension of the President's proposal. Liberals say the proposal does not go far enough. Conservatives say it goes too far.

Constructive action may be more quickly forthcoming in Congress if the lawmakers keep in mind that it makes sense to "invest" in people—if it must be thought of in this manner—because the impoverished children of today are already committed to being tomorrow's producers.

Whatever it might cost to provide a basic income floor for a family to survive, the outlay must surely be considered minimal compared with the benefits that would come from such an "investment."

National

Labor News Wrapup



WASHINGTON, D.C.—Not only has the huge growth of American investment abroad cost thousands of American jobs, but it is a major factor in today's dollar "crisis" on the world's money markets. Labor economists who have long warned against the unrestricted "flight" of American capital to take advantage of cheap labor abroad and the lax regulations on repatriation of profits, estimate that up to $10 billion American dollars are now invested in foreign countries. It is these dollars which have helped build up a surplus abroad to the point where the dollar's value has now been hurt.

WASHINGTON, D.C.—Despite bitter labor complaints and political promises that jobs will be protected, imports in two highly important economic areas—textile and electronics—are reaching record highs with corresponding effects on jobs. According to Commerce Department statistics, imports of man-made fiber, cotton and wool textiles "reached an all time high" during the first three months of 1971. Totaling 523,000,000 square yards, these imports were 21 per cent higher than during February; were 43 per cent above the level of March a year ago, and 15 per cent above the previous record set during January of this year.

ANN ARBOR, MICH.—A union of professional medical personnel—believed to be the first such group in the nation—has been formed at the University of Michigan Hospital here. Interns, residents and post-doctoral fellows employed by the hospital voted 296 to 150 to name the U. of M. Intern-Resident Association as their collective bargaining agent. The vote is expected to be certified shortly by the Michigan Employment Relations Commission (MERC), which counted the ballots.

PHILADELPHIA, PA.-Although the minimum wage for farm workers is a low, low $1.30 an hour, "not nearly enough of them" are getting even that according to the Wage and Hour Division of the U.S. Department of Labor. Charles M. Angell, Workplace Standards Regional Director for the area that includes Pennsylvania, Maryland, Delaware, Virginia and West Virginia, is pressing his compliance officers to make sure that farm workers who are covered by the law receive their rightful wages.

WASHINGTON, D.C.—Despite an increase in the labor force and the optimistic economic predictions of the Nixon Administration, factory employment in the United States is continuing to show serious weakness. U.S. Department of Labor Statistics for March and for the past year reflect "reduced demand for workers in the manufacturing industries." New hires during March edged up slightly for the second straight month, but this was countered by an increase in layoffs and no change in the low quit rate which reflects the chances of workers to get new jobs.

HAZLETON, PA.—Unions in this area are engaged in a campaign to commemorate the sacrifice of 24 miners who were shot down near here 73 years ago in one of the bloodiest tragedies in labor's history. The United States Council of Lower Luzerne and Carbon Counties, describing the men as "martyrs in the cause of unionism," has called upon the State Historical Association to place an historical marker at the site where the fatal shooting took place.

DENVER, COLO.—The U.S. Government is supposed to be a non-profit operation, but union employees of the U.S. Mint here discovered that their employer is now turning in a neat profit. In the five years since the U.S. stopped using silver in coins (using copper and nickel instead) the Mint has chalked up a $2½ billion profit between the face value of the coins and the cost of producing them.

BOSTON, MASS.—Organized labor here staged a protest march against clothing imports which are costing jobs and won strong support from the Massachusetts Legislature and Boston's mayor. The protest was directed against the Jordan-March Department Store which has been importing men's clothes from Spain. Starting from the headquarters of the Amalgamated Clothing Workers Boston Joint Board, the parade swelled to 1,500 marchers.

WASHINGTON, D.C.—Organized labor is participating in a far-reaching program to aid Vietnam-era veterans to find jobs when they return. And with unemployment at six per cent, joblessness among veterans is over 10 per cent. Most of the veterans, particularly those under 30, are without skills and organized labor has played an almost unsung role in helping them develop needed skills.

CHICAGO, ILL.—The Amalgamated Meat Cutters, in a letter to President Nixon, voiced sharp concern with an attack by the Council of Economic Advisers on wage rates in the meat packing industry "while blessing with official non-recognition the real inflationary thrust of corporate prices and profits." The letter, signed by T. J. Lloyd, president and Patrick E. Gorman, secy-treas., charged that the CEA, in its "third inflation alert" had "showed no alarm" over the failure of retail meat prices to drop as much as livestock prices have fallen.

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THE INTERNATIONAL
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DEDICATED TO SERVICE

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Volume 68, No. 6 **June, 1971**

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A SPECIAL REPORT On Page 22

**'No-Fault" Auto Insurance
Rated as Successful
In Puerto Rico**

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From The FIELD

Union Meeting Record Set by Local 3 Man

Rudy Frank, who recently retired as a member of Teamster Local 3 in New York City, must have set some kind of local union attendance record.

In a period covering almost 35 years, Frank never missed a meeting of his local union. The reason, he said, was:

"The day I was taken into union membership I made up my mind that I was going to be a part of the union, and for me this meant attending union meetings no matter what else was cooking."

Frank kept his resolution through the years and never missed a meeting, including the occasions when his children were confirmed, holidays, and even on his vacations.

During his years of work, Frank was employed at various breweries, including Eblings, Rupperts, Pilser, Eichlers and finally at Rheingold.

Happy with his pension—which amounts to about double the monthly wages he earned when entering the industry in 1936—Frank had one final comment: "The union doesn't owe me a thing; whatever I have, I owe to the union!"

Alert Buffalo Driver Plays Paul Revere

William A. Cronk, a member of Teamster Local 375 in Buffalo, N.Y., is beginning to earn a reputation as a Paul Revere when it comes to spotting fires.

Cronk, a driver for White's Transportation Co., Inc., and on the road for the past 29 years, twice has seen burning buildings in hamlets as he wheeled his rig during the middle of the night.

On one occasion, a home was burning and threatening others nearby. Cronk stopped at a nearby antique shop and aroused the sleepy community by frantically ringing a huge bell in the yard.

Local 816 Retirees Form Organization

More than 200 retirees of Teamster Local 816 in New York City gathered together recently to form the "Local 816 Retirees Club."

Lester S. Connell, Local 816 secretary-treasurer, welcomed the group and appointed an interim committee to handle the details of organizational work to solidify the club.

The club will function strictly as a social organization, providing retirees a forum where they can get together and renew old friendships and help each other when the need arises.

IBT School Students Heroes of Hotel Fire

Patrick Coughlin and Gus Manning, trustees of Teamster Local 25 in Boston, Mass., were the heroes of a hotel fire while in Miami, Fla., to attend classes at the Teamster Labor Institute.

Coughlin and Manning and their wives were staying in the Everglades Hotel which houses Teamster students. Coughlin awakened shortly before dawn and smelled smoke in the room. Checking the hallway, he discovered even more smoke.

He awakened Manning after alerting his wife and the two Teamsters then alerted the hotel switchboard and began knocking on doors, crying, "Fire!"

The Teamster officers then led everyone down the fire stairs in a calm manner. Of 450 guests in the hotel, only one person was injured slightly.

Wisconsin Members Foil Truck Heist

Two members of Teamster Local 43 in Racine, Wis., were credited recently with preventing the theft of a loaded truck.

Congratulations from the local union went to Ralph Jansen and David Buckau, employees of Motor Transport Co.

The Teamsters were departing from a bowling alley late at night when they noticed one of their company's trucks rolling by. They knew there was not any Motor Transport equipment supposed to be out at that time and followed it until they came upon a Wisconsin highway patrol car.

Jansen and Buckau told their story to the trooper, suggesting that the truck was probably stolen. The officer halted the truck and took the driver into custody. It was determined later that the truck, indeed, had been stolen from a loading dock.

Pittsburgh Officer Taken by Death

William C. Schaffer, secretary-treasurer of Teamster Local 128 in Pittsburgh, Pa., died recently after suffering a heart attack. He was 64 years old.

Schaffer started with the Yellow Cab Co., in 1925 and went on to organize the union. After service in World War II, Schaffer returned home and was elected a trustee of Local 128.

He was elected secretary-treasurer in 1959 and held that post until his death.

Message of the General Vice President

Open Shoppers at Work

ETERNAL vigilance is the price working men and women must pay for protection of their unions against the perpetual onslaughts of those who would destroy the organizations which represent workers for wages, hours and conditions.

That vigilance should be sharply focused these days on an organization which for years has exploited a few malcontented union members in a bid to make compulsory open shop part of federal labor law.

Operating from a license granted by the Congress of the United States (that license is Section 14(b) of the Taft-Hartley Act), the so-called "National Right to Work Committee" is now soliciting funds in an effort to make open shop compulsory in the State of California.

Union officials from California with whom I talk are not taking the latest effort of the "Right-to-Work" gang lightly. And neither should union members in the other 49 states. If successful in a state the size of California, the open shoppers would gain momentum in their effort to destroy the labor movement across the country.

It is hardly a laughing matter that the open shop committee adds the language in its letter begging for funds that "all contributions to the Foundation (the National Right to Work Committee) are deductible for personal and corporate income tax purposes."

What this adds up to—at a time when the nation is boosting its national debt ceiling—is a slap in the face of working men and women who have their taxes withheld from their pay checks, while big business deducts the cost of fighting unions from their income tax obligations.

Labor has long sought justice from the federal legislative process over the question of Section 14(b) of Taft-Hartley. In the latest attempt a couple of years ago, after the House had passed repeal of Section 14(b), a minority of U.S. Senators were successful in preventing the issue from coming to a vote in the senate.

So, an issue so important to working men and women of the nation died on the vine, as so many issues important to working people seem to do time after time.

Certainly, now is the time for union men and women to stand four square behind their unions. Unity, from the beginning, has been the one thing which anti-laborites have been unable to overcome.

On the balance sheet, labor is restricted in the use to which it can put union dues money. While those who would destroy us spend billions annually, against the pittance which labor can raise aside from union dues money, unity has proven to be labor's biggest asset.

It is time now for all who belong to the ranks of labor to speak out and say to the world, "We are here to stay; we are unified against attack."

Frank E. Fitzsimmons

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

STATE OF THE UNION

The General Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Hollywood, Florida. Board members are shown here as they conducted the business of the two million-member union. See Story on page 6.

In Florida

General Executive Board Holds Regular Quarterly Meeting

General Vice President Frank E. Fitzsimmons gavels to order the regular quarterly meeting of the IBT general executive board held recently in Hollywood, Fla., as General Secretary-Treasurer Thomas E. Flynn studies a report.

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Hollywood, Florida, attending the regular business of the two-million member union.

The 12 area vice presidents heard reports from General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn regarding the activities of their respective offices.

In an effort to implement an intense organizing drive among public employees in the State of Minnesota, board members approved the issuance of a state wide charter for this purpose upon the request of Joint Council 32.

In relations with other unions, the general executive board members gave approval to two no-raid pacts. One is with the Marine and Shipbuilding Workers of America. The other is with the United Cement, Lime and Gypsum Workers International Union.

Board members took two actions in the field of education. One was approval of a report from the Wayne State University department of economics concerning the grant of the John F. English endowment to that institution. The report outlined the kind of research the endowment will finance. The John F. English Endowment Fund was established at the 1966 International Union convention as a tribute to the late John F. English, who served the International Union in many capacities and for nearly 20 years as its general secretary-treasurer.

In another action in the field of education, general executive board members approved a grant of $5,000 to help fund the Samuel B. Bassett Labor Relations Scholarship Fund. Bassett, who passed away recently in Seattle, was an expert in the field of labor law and had devoted a lifetime to serving Teamster affiliates in the Pacific Northwest, in the Western Conference of Teamsters, and in the International Union.

Other reports brought before the general executive board were those of the International Union's legal and legislative departments.

David Previant, IBT chief labor counsel, brought board members up to date on recent court cases involving labor and on rulings of government agencies in the field of labor-management relations.

David Sweeney, legislative director for the International Union, reviewed the status of legislation affecting union members as members of the work force and as members of their communities.

A considerable part of the executive board meetings were devoted to planning for the International Union convention in July.

The convention begins July 5th in Miami Beach, Florida, for the purpose of passing on proposed amendments to the union constitution, the election of International Union officers, and such other business as is proposed for convention action.

Vote Parade Led by Teamsters

Teamster affiliates continued to dominate National Labor Relations Board representation election statistics during the month of February as they took part in more ballots and won more elections than any other union in the land.

Board records show that in single-union election activity—the best barometer of organizing effectiveness—Teamster affiliates took part in 154 of the total of 453 single-union elections for a mark of better than 34 per cent.

Of the total of 236 single-union elections won by all unions, Teamsters accounted for 85 of the victories—or more than 36 per cent.

More than 9,700 workers were eligible to vote in the units won by all unions in single-union ballots. The Teamsters won 1,575—or more than 16 per cent—of the total.

ALA Gives $4,000 to Indian Aid

A grant of $4,000 was given by the Alliance for Labor Action recently to the Southern California Indian Assistance, Inc., of National City, Calif.

The award was made to aid the struggling organization that was formed in 1968 by Edgar J. Thomas, Jr., a member of Teamster Local 542 in San Diego, Calif. Thomas developed the association with the aim of easing the plight of impoverished Indians in Northern Arizona.

In the past three years, the organization has distributed more than 500,000 pounds of food, clothing and medical supplies valued at $380,000, but needs assistance to continue the work.

● Beer Victory

Drivers and helpers employed by C & W Enterprises, Inc., a beer distributor in Ogdensburg, N.Y., voted unanimously for representation by Teamster Local 263 of Utica, N.Y., in a recent National Labor Relations Board election, according to Anthony J. Ferro, secretary-treasurer of the local union.

Early Negotiations

Detroit Teamsters Ratify Gains in Newspaper Pact

More than 1,000 members of Teamster Local 372 in Detroit, Mich., ratified a new 3-year agreement giving them substantial wage increases as employees of Detroit's two major daily newspapers.

Elton Schade, secretary-treasurer of Local 372, said the contract was negotiated prior to the scheduled June 17th expiration date of the current contract with the aim of avoiding a repetition of the 9-month strike that developed in 1968.

The new agreement, with the newly-negotiated gains scheduled to take effect upon the May 17th date of contract ratification, covers drivers and sales-circulation employees at the Detroit (Mich.) *Free Press* and Detroit (Mich.) *News.*

Besides identical wage increases, the settlement also provided for improved working conditions and included important language changes.

International Vice President Robert Holmes of Detroit extended a great deal of credit for the amicable settlement—as did Schade—to J. Curtis Counts, director of the Federal Mediation and Conciliation Service. Counts and several other assistants participated in the final non-stop sessions.

Counts later was quoted by The Bureau of National Affairs, Inc., a private reporting service, as describing the *News* and *Free Press* contracts as especially significant in view of the history of the lengthy 1968 strike and a 5-month stoppage in 1964. He said:

"I hope what has happened in Detroit can serve as an example to the newspaper industry of what can be done to avoid unnecessary stoppages. The preventive mediation services of the Federal Mediation and Conciliation Service are available for publishers and newspaper unions to seek early agreements avoiding deadline crises."

Counts added: "Labor and management in this industry have a special responsibility to avoid interruptions in the flow of news to the public. The Detroit publishers and their unions have made a fine beginning toward a new type of peaceful relationship which can be continued and improved upon in the future."

Of the members under the new agreement, 425 work for the *Free Press* and 650 are employed by the *News.*

In Horseheads, N.Y.

A&P Warehousemen End Strike With Much Improved Contract

After six months of negotiations climaxed by an 11-day strike, nearly 1,500 members of Teamster Local 62 returned to work at the Great Atlantic & Pacific Tea Co., warehouse in Horseheads, N.Y., with a much improved agreement.

Larry Servedio, president of Local 62, called the settlement a precedent package for the entire area in terms of wages, vacations, holidays, health and welfare and other fringe benefits.

Final agreement was reached with the help of state and federal mediators and culminated in a mail referendum. The members accepted the agreement by a vote of 1,057 to 285. The members also favored by 2-to-1 changing their present commercial insurance program to the Teamster Health and Welfare program.

Servedio said grievance language was improved and job premiums and shift differential negotiated for all holidays, vacation and jury duty pay. Working conditions were also improved.

Serving with Servedio, chairman of the negotiating committee, in the lengthy talks were: Norman A. Card, Sr., vice president; Robert L. Eckman, secretary-treasurer; Emma M. Luke, recording secretary; Joan F. Taylor, Madeline Rogers and Mary Elaine Lilley, trustees; Angelo Fiore, Charles Millspaugh and William Bodemer.

LOCAL UNION
NO. 89

Here's the organizing committee that guaranteed election success at Jeff Boats, Inc., recently (left to right): Larry Moxley, Local 89 assistant business agent; rank-and-filers Bob Plummer, Luther Wardrip, Robert Puckett, Nap Coe, Tom Trenaman and Don Pound; J. D. White, assistant business agent of Local 89.

1,000 New Members

Kentucky Local Wins Ballot For Indiana Boat Builders

One thousand production and maintenance workers employed by Jeff Boats, Inc., at Jeffersonville, Ind., voted for representation by Teamster Local 89 of Louisville, Ky., by a 3-to-1 margin in a mid-April election.

Paul W. Priddy, Local 89 president, said the result of the National Labor Relations Board ballot was 697 for the Teamsters, 226 for another union, and one "no union" ballot. Two votes were voided.

It was the second election conducted at the company. The first ballot last September resulted in a slight margin of victory for the Teamsters, but because of objections the certification was held up. Local 89 agreed to a second ballot when the objections were withdrawn by the competing union.

The second stint at the ballot box resulted in an even greater win for the Louisville-based Teamster local union.

Priddy said Larry Moxley, assistant business agent for Local 89, directed the organizing campaign, and was aided by J. D. White, also an assistant business agent.

The rank-and-file organizing committee included: Bob Plummer, Luther Wardrip, Robert Puckett, Nap Coe, Tom Trenaman and Don Pound.

Besides the Jeff Boat success, Local 89 has won elections at—or won recognition from—another half-dozen companies in Kentucky and Indiana since the start of 1971.

Priddy said the union gained 302 workers at Celanese Coatings Corp.; 10 workers at Clifton Lumber & Supply; 11 workers at Olymphic Stain, and 8 workers at Blatz Paint Co.,—all located in Louisville; 54 workers at Value Village in Lexington, Ky., and 40 workers at Stratton & Terstegge Co., in Jeffersonville, Ind.

The total number of new members brought into the local union as a result of the organizing campaigns was nearly 1,500.

● Compensation

If present trends continue, unemployment insurance benefit payments will reach $4.9 billion in fiscal 1971, compared with $2.8 billion last year, the Labor Department reports.

Air Freight Win Scored By Local 771

Employees of Kerek Air Freight voted for representation by Teamster Local 771 of Lancaster, Pa., in a recent National Labor Relations Board election.

Daniel W. Weaver, Local 771 president, said 36 drivers and mechanics at Kerek's Lancaster and Middletown, Pa., terminals were eligible to ballot. The vote was 21 for the union and 13 against.

It was the first air freight organizing victory recorded in the area, according to Weaver, and was achieved with the aid of Steve Banus, Airline Division organizer.

Oil Victories Scored by Detroit Local

Four representation elections covering 200 workers were won at four major oil company plants in Michigan recently by Teamster Local 283.

Stephen Schultz and George Vitale, president and vice president respectively of Local 283, said the victories were gained at Mobil Oil Corp., Texaco, Inc., and Union Oil, all in Detroit, and American Oil in Muskegon, Mich.

The Mobile Oil vote was 55 to 28 in favor of the union and the Texaco workers voted 27 to 21 for Local 283. American and Union were unanimous in favor of the union.

Contracts have been successfully negotiated at Mobil, Texaco and Union, with talks continuing at American Oil.

Technical Teachers Go Teamster

Teachers employed by the Chicago (Ill.) Technical College recently voted for representation by Teamster Local 743 in an election conducted by the National Labor Relations Board.

The bargaining unit includes teachers in engineering, chemistry, architecture, physics, electrical engineering and mathematics. Twenty-two were eligible to vote. The count was 11 to 9 in favor of the union.

Fitz Urges Aid for Boy Scouts

General Vice President Frank E. Fitzsimmons has recommended that Teamster affiliates contact the Boy Scouts of America headquarters in their respective areas to lend whatever aid they can to assist in making the "Scouting Keep America Beautiful Day" a success this June 5th.

Fizsimmons specifically recommended that each Teamster Joint Council appoint an individual to act as coordinator with the local Boy Scout organization.

Also, Fitzsimmons noted, the Scouts need financial assistance. Checks should be made payable to Boy Scouts of America and marked "for Scouting KAB Day," and mailed to Ted Pettit, director of conservation, Boy Scouts of America, North Brunswick, N.J., 08902.

Allied Foods Ruling Won By Local 528

The National Labor Relations Board, granting a motion for summary judgment, found recently that Allied Foods, Inc., of Atlanta, Ga., unlawfully refused to bargain with Teamster Local 528 of Atlanta, certified representative of all production and maintenance workers employed by the company.

Allied Foods proffered evidence with respect to alleged supervisory participation in the union's organizational campaign prior to filing of a petition for election.

No Grounds

The Board said that even assuming that the alleged conduct occurred during the critical period before the election, it still would not constitute grounds for setting aside the results of the ballot. It was observed that participation of two foremen was of such a minimal nature that it would not have affected the election outcome.

Concluding that Allied Foods raised no issue properly litigable, the Board granted the judgment and ordered the company to cease the unlawful conduct and bargain with Local 528 upon request.

Teamster Local 966 negotiators on the left meet with Photo Finisher representatives on the right under the eye of Sam Hacker, Federal Mediation Service commissioner, in negotiations that led to a settlement for more than 1,000 members of the union.

Covers 1,000

Photo Workers Okay Pact With N.Y., N.J., Companies

A new contract providing big gains for more than 1,000 members of Teamster Local 966 employed as photo workers in New York and New Jersey was ratified recently by the membership.

Dan Kapilow, Local 966 president, said the new 2-year agreement breaks the pattern of 3-year contracts in the past and calls for substantial wage increases across the board for a 35-hour week.

The agreement also calls for employer members of the Photo Finishers Assn., of New York and New Jersey to increase their contributions to the Local 966 Health Benefit Fund next year.

Kapilow said the agreement also adds another holiday whereby a member, on the anniversary date of his hiring, can receive pay for the day off if he proves that he has received an annual physical examination at the union's medical center.

Kapilow said the provision was put into the contract in the hopes that members, through regular checkups, will be able to raise the level of their health potential by side-stepping recurring and expensive physical ailments.

Chicago Retiree Writes

Dear Bro. Fitzsimmons:

I wish to express my appreciation to Teamster Local 710 in Chicago for the many benefits I have received and for the pension I am now receiving.

I worked for Shippers Dispatch in Chicago for 28 years. Through you, I want to thank all the Local 710 officers for the excellent job they are doing.

Faternally,
Frank J. Haftl,
Chicago, Ill.

● In Minnesota

Drivers, warehousemen and shipping and receiving clerks employed by Litho Supply Depot, Inc., a printing company in Minneapolis, Minn., voted 5 to 1 for representation by Teamster Local 638 in a recent National Labor Relations Board election, according to Robert H. Smith, secretary-treasurer of the local union.

● Urban Poor

Unemployment rates in the poverty neighborhoods of the nation's 100 largest metropolitan areas were unchanged at 9 per cent between the fourth quarter of 1970 and the first quarter of 1971, according to the Bureau of Labor Statistics.

Teamster Case

Court Rules Lockout Illegal As Company Offensive Weapon

In a case involving Teamster Local 126 of Oshkosh, Wis., the U.S. Court of Appeals for the 8th Circuit ruled recently that an employer may not use the lockout as an offensive weapon by laying off his employees and hiring replacements before a strike has been voted or called.

The decision by the 3-judge panel enforced a National Labor Relations Board order against three building supply firms which locked out members of Local 126 when their contracts expired in 1968 and negotiations had bogged down.

The union protested it had taken no strike action and declared it would give a week's notice before calling any strike.

Unfair Charge Filed

The employers continued to operate with replacements, however, and the Teamster local union filed an unfair practice charge. The NLRB ruled against the three companies and ordered them to compensate 41 laid-off employees whom they later rehired. The firms appealed the Board ruling.

Acting as a group in presenting their case to the appeals court, the company asked the jurists to rule that the lockout weapon could be used by employers either defensively or offensively whenever a bargaining stalemate was reached.

It was the opinion of the appeals court that a lockout under the conditions that existed in Oshkosh—where the employers continued to operate with scab labor—was "an interference with protected employee rights and accordingly . . . an unfair labor practice."

General Rule Cited

Furthermore, the appeals court cited the general rule for judging the merits of lockouts:

"First, if it can reasonably be concluded that the employer's discriminatory conduct was 'inherently destructive' of important employee rights, no proof of an anti-union motive is needed and the NLRB can find an unfair labor practice even if the employer introduces evidence that the conduct was motivated by business considerations.

"Second, if the adverse effect of the discriminatory conduct on employee rights is comparatively slight, an anti-union motivation must be proved to sustain the charge if the employer has come forward with evidence of legitimate and substantial business justifications for the conduct."

Lockouts Destructive

The judges said that in this case the lockouts were, indeed, destructive of protected rights. They also decided that the employers had offered no business justification for their insistence on continued operation during the offensive lockout.

New Contract Signed at O'Day Boat

Substantial wage increases and other gains were won in a new contract negotiated by Teamster Local 526 recently for 90 members employed by the O'Day Co., a boat manufacturing company located in Fall River, Mass.

Anthony J. Materia, secretary-treasurer of Local 526 in Fall River, said the 3-year agreement also corrects inequities in wage patterns for some 55 of the O'Day employees who work in special categories.

The bulk of the bargaining unit includes carpenters, moulders, finishers, assemblers, shippers and receivers.

Besides the pay gain, the agreement also improved vacation schedules, added another holiday to bring the total to 10, and increased the pension fund payments.

Working with Materia in the negotiations were Joseph E. Costa, Arthur Dias, Rita Lambert, William Worsley and Raymond Braz.

Top Brewery Driver

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SPECIAL AWARD
Leo McFarland

Leo McFarland (right), a shop steward of Teamster Local 46, Queens, N.Y. is shown receiving a special award from Henry King, president of the U.S. Brewers Association. The citation on the award speaks for itself: "A driver whose record of driving safety—compiled over a quarter of century of service and more than one million miles, not only brings credit to the brewery industry, but serves as an inspiration and example to drivers everywhere." McFarland was cited because he was named by the American Trucking Association as New York State "Driver of the Year," and it marks the first time that a brewery driver has been so cited.

Ballot Won By Local In Louisiana

Teamster Local 201 of Lafayette, La., recently won a National Labor Relations Board representation election at Southwest Food Supplies, Inc., in Lafayette.

Gable Aguillard, Local 201 secretary-treasurer, said all 47 employees eligible to vote did so. The tally was 41 for the union and 6 against.

The bargaining unit includes all warehouse employees of Southwest, including the wholesale branch of the company.

Aguillard said Local 201 also won certification recently as representative of workers employed by the Hub City Paper Co., in Lafayette.

Escondido Ruling Won By Local 36

Escondido Ready-Mix Concrete, Inc., of Escondido, Calif., said the National Labor Relations Board in a recent decision, unlawfully refused to bargain with Teamster Local 36 of San Diego, Calif., representative of the firm's truck drivers.

Agreeing with the trial examiner, the Board said that not only was the union's majority established by authorization cards signed by 14 of the 16 employees in the bargaining unit, but also the employer had objective evidence that the union's assertion of majority status was well-founded.

The record showed that the primary purpose the employees had in authorizing the union to represent them was to gain a wage increase. The examiner reasoned that by granting a wage hike on the day prior to the representation election, the company effectively destroyed the union's status as majority representative since the purpose for authorizing the union was eliminated. Therefore, a bargaining order was held to be appropriate.

Escondido Ready-Mix also was found guilty of offering to bargain directly with the employees, implying the promise of wage increases and unilaterally granting wage increases.

The company was ordered by the Board to cease the unfair labor practices and bargain with the union.

In United States

Median Family Income Failed To Rise at All During 1970

The median income of families in the United States failed to show any increase—when inflation is taken into account—for the first time in nearly a decade.

The U.S. Census Bureau reported that in terms of constant dollars, there was no change between 1969 and 1970 in the median income earned.

Median income is considered to be a key index in the measurement of changing prosperity levels of the American family. It is the mid-point on the range of income earned, with an equal number of families earning amounts above and below the middle line.

A Census Bureau survey taken in March compared incomes for 1970 and 1969 and indicated what appeared to be a net loss in median income as measured in constant dollars. In 1969, the median was $9,990 per family. In 1970, it was $9,867.

Two factors were blamed for the static nature of the dollar figures for the two years. The Consumer Price Index increased sharply in 1970 by 5.9 per cent, decreasing the value of the dollar. At the same time, increased unemployment cut down the number of wage earners who worked full time last year.

The significance of the small decline in median family income between 1969 and 1970 was that in previous years during the 1960's, the median income annually had risen by as much as $400 or $500.

A further breakdown in the Census Bureau survey revealed that the median income for men last year was $6,670. For women, the figure was $2,240.

High Court Rulings Help Idle Workers

The U.S. Supreme Court recently took steps of importance to Americans who, through no fault of their own, are either unemployed or who are forced into strikes.

By a unanimous vote in one case, the Supreme Court ruled illegal laws that permit the stoppage of unemployment benefits when a worker's eligibility is challenged by his latest employer. The decision means that once a worker's eligibility is established by state unemployment officials, payments may not be denied while the employer appeals.

By declining to review a lower court decision in another case, the high court, in effect, held that a state may provide welfare benefits to individuals who are unemployed because they are on strike. This decision stemmed from a case in Massachusetts where welfare benefits were paid by the state to telephone strikers.

1st Quarter Report

Wage Gains Lower Than '70; Productivity Shows Increase

First quarter statistics show that wage gains provided by major collective bargaining agreements this year are lower than the same quarter in 1970, meanwhile, productivity experienced a heavy increase in the same period.

The figures came from the Bureau of Labor Statistics.

They reveal that wage gains in the first quarter of 1971 averaged 9.9 per cent, down from the 11.9 per cent mark for the full year of 1970.

Averaged over the life of contracts, the annual gain during January-March, 1971, was 8.4 per cent, slightly under the 8.9 per cent for all of 1970.

Output per man-hour in the private economy increased at an annual rate of 5.3 per cent in the first quarter of 1970 and amounted to 9.4 per cent on an annual basis.

Committee Deliberates Constitution

The Constitution Committee for the 20th convention of the International Brotherhood of Teamster, Chauffeurs, Warehousemen and Helpers of America held its initial meeting at Miami Beach, Fla., May 14-15.

Co-chairman of the committee are General Vice President Frank E. Fitzsimmons and International Vice President Einar O. Mohn. In attendance were more than three dozen committee members figuratively representative of every corner of the International Union.

The initial meeting was devoted to surveying the task ahead. Further meetings will be held in the weeks before the convention gets underway July 5th at Miami Beach.

Constitution

General Vice President Frank E. Fitzsimmons and International Vice President Einar O. Mohn, co-chairmen of the Constitution Committee for the 20th IBT convention, look over the existing constitution.

The Constitution Committee for the upcoming IBT convention is shown as it deliberated in an initial 2-day session at Miami Beach, Fla., recently.

Philadelphia Retiree Writes Note

Dear Bro. Fitzsimmons:

I wish to express my appreciation to the Teamsters Union for the many benefits I received through the years and for the pension that I am now getting.

I was a member of Teamster Local 628 in Philadelphia and was employed by the Philadelphia (Pa.) Inquirer. I was a member in good standing for 33 years.

I want to thank my local union and the International Union for the good job they are doing.

Fraternally yours,
Paul Merlino,
Philadelphia, Pa.

Discipline Case Won By Local 949

Reversing the trial examiner, the National Labor Relations Board ruled recently that Mrs. Baird's Bakeries, Inc., of Houston Tex., unlawfully disciplined a driver who belonged to Teamster Local 949.

The company, said the Board, in effect unlawfully disciplined Douglas Kelley by discontinuing his periodic assignment to a particular run because he had successfully pursued a grievance under a collective bargaining agreement between the bakery and Local 949.

Mrs. Baird's Bakeries was ordered to cease the illegal conduct, reinstate Kelley to all his prior duties, and make him whole for losses suffered by the discrimination.

Teamsters Help Form Food Council

Teamster local unions in Colorado have joined with AFL-CIO affiliates in that state to form a food council by which they can present a united front in dealing with management.

Taking part in the Colorado program are Teamster Locals 219, 435, 452 and 537—all of Denver.

A similar food council embracing Teamsters and three other major food unions, has worked effectively in Southern California for a number of years.

Now in Effect

57 Million Workers Covered By Safety and Health Law

The Occupational and Safety Health Act, covering an estimated 57 million workers employed by 4.1 million employers, went into effect last April 28th.

As the landmark law became part of the work scene, Labor Secretary J. D. Hodgson noted that the governors of 44 states, the Virgin Islands and American Samoa had designated agencies to work with the Department of Labor in carrying out the provisions of the new statute.

The law—to be administered by the Department of Labor's new Assistant Secretary of Labor for Occupational Safety and Health, George C. Guenther—gives the government the tools to set and enforce rigorous safety and health standards for employees of businesses engaged in interstate commerce.

90-Day Grace Period

Secretary Hodgson submitted to *The Federal Register* the initial standards called for by the law. He said the standards would be enforced after a familiarization period of 90 days from the date of publication.

Hodgson said the purpose of the 90-day period is to give employers and employees and their representatives time to acquaint themselves with the standards, to encourage voluntary compliance, and to provide states with additional opportunity to develop plans for assuming their responsibilities under the law.

The statute permits government inspectors to enter plants to check on the law's compliance. Both the employer and a representative authorized by the employees can accompany an inspector during the physical inspection of any workplace.

Citation Method

If a health or safety violation is found, a written citation will be issued to the employer, fixing a reasonable time for correction. The employer has 15 days during which he may object to the citation.

If the employer does object, a hearing will be held by a 3-member review panel. If the panel decides that a violation has indeed occurred, the decision may then be appealed to a federal court either by the employer or the Labor Department.

An employer found guilty of a violation can be fined as much as $1,000 a day for continued infractions of the standards. Criminal penalties, including imprisonment, are possible if an employer is found to have willfully violated standards resulting in death of a worker.

Another requirement of the law is that medical officers of large companies must report to the government not only job injuries but also occupational diseases incurred by workers.

Decision Won by Idaho Local

On a motion for a summary judgment, the National Labor Relations Board ruled recently that Lewiston Orchards Irrigation District violated the law by refusing to bargain with Teamster Local 551 of Lewiston, certified bargaining representative for the workers involved.

Irrigation District claimed that it was a political subdivision of the state of Idaho and not an employer within the meaning of the law. The Board last year found that the Irrigation District was not exempt and therefore subject to Board jurisdiction. The Board directed an election and certified Local 551 in December, 1970.

The Board found that Irrigation District had not raised any new issue which would require a hearing and therefore granted the motion for summary judgment. The company was ordered to cease its illegal activity and bargain with Local 551 upon request.

● Raid Beaten

Teamster Local 980 of Santa Rosa, Calif., recently turned back an attempted raid by an independent union at the Masonite Corp., plant in Ukiah, Calif.

With approximately 325 workers eligible to ballot in the National Labor Relations Board election, Local 980 garnered 164 votes and the raiding union received 126 votes.

Happy Retiree

William Spencer (center), a Teamsters Union member for 52 years and recently retired from Local 660 in Jersey City, N.J., is shown receiving his first pension check from Jerry Hogan, president of the local union. Witnessing the presentation were (left to right): Tim Foley, shop steward; Hogan; Spencer; Tony Gerbino and George Ferro, president of Ferro Trucking Co.

Adds Nearly 300

North Carolina Local Union Has Hot Organizing Drive

Teamster Local 391 of Greensboro, N.C., has scored nine organizing victories in recent months to add nearly 300 new members to the local union's roster.

R. V. Durham, Local 391 president, said the most recent wins were by National Labor Relations Board elections at the Varco-Pruden Division of Dombrico, Inc., a prefab structural steel plant in Kernersville, N.C., and at Carolina Delivery Service Co., Inc., a local cartage firm in Greensboro.

The Varco-Pruden victory was the highlight of Local 391's current series of organizing campaigns. A total of 90 production and maintenance workers were eligible to ballot. The tally was 52 to 31 for the union.

Carolina Delivery drivers voted for the union by a 20 to 4 count with 27 eligible to ballot.

Other Victories

Other election victories include Borden's Dairy at High Point, N.C., 28 employees; Carolina Meat Processors in Wilmington, N.C., 10 employees; Gordon Foods, Raleigh, N.C., 10 drivers; Carolina Quality Concrete at Greensboro, 24 workers; Carolina Block Co., in Greensboro, 10 employees; King Sash and Door in Kernersville, 17 employees, and another Gordon Foods win at Raleigh, 53 employees.

Durham said the campaigns have increased Local 391's total membership to nearly 8,000 members and added that R. H. Hogan, organizer, deserves much of the credit for the success.

● Woodworkers

Woodwork and assembly men employed by R.O.W. of Michigan, Ltd., and Insul-Pane Corp., located in Hamburg, Mich., voted unanimously for representation by Teamster Local of Detroit, Mich., in a recent National Labor Relations Board election, according to George Strandloff, secretary-treasurer of the local union.

● Wives Work

Working wives constitute the biggest increase in the U.S. work force each year, the Bureau of Labor Statistics reports. Some 775,000 wives were among the 1.8 million workers added to the labor force in the latest statistical period studied, March 1968 to March 1969.

Dallas Local Wins Braniff Firing Case

Braniff Airways Federal Credit Union unlawfully discharged Juanita Kemp because of her activities for Teamster Local 19 of Dallas, Tex., according to a recent ruling by the National Labor Relations Board.

Agreeing with the trial examiner, the Board said the Braniff credit union failed to adequately rebut the case of discriminatory discharge made by the General Counsel.

Miss Kemp had been employed by the company more than 15 years prior to her discharge and at the time of firing was the senior employee with overall knowledge and experience in all phases of the credit union's operation.

The company argued that Miss Kemp had been a "problem" for years and was discharged for a direct violation of an order concerning a loan. However, the record showed Miss Kemp had never been disciplined in any manner prior to the incident.

Noting the employer's anti-union bias and knowledge that the woman had been active on behalf of the union—plus the failure to mention the loan incident in the discharge interview—the examiner decided that the company terminated Miss Kemp because of her union activities.

The company was ordered to cease the unlawful conduct, offer reinstatement to the dischargee and make her whole for losses suffered.

Boy's Home Supported By J.C. 73

Teamster Joint Council 73 of New Jersey has pledged support of a project to establish in that state a boys' home fashioned after the famed Father Flanagan's Boys' Town in Nebraska.

International Vice President Sam Provenzano, a co-chairman of the National Foundation for Boys of Livingston, N.J., pledged the council's support at a recent meeting with the sponsor of the project, Gov. William T. Cahill.

Provenzano sent a letter to all local unions in Joint Council 73 urging them to support "this most worthwhile cause . . . Let us not hesitate to help where we can."

Stabilization

Nixon Wage Guide Ignored In 1st Construction Case

Friction at the top was revealed in mid-May when President Nixon's Construction Industry Stabilization Committee made public its first detailed opinion approving a Painters Union contract providing for an average pay hike of 12 per cent.

The committee said its okay of a 3-year pact at the Little Rock, Ark., local of the Painters was based on the fact that it preserved traditional craft wage relationships and did not set new and relatively higher rates.

Under President Nixon's March 29th executive order creating the committee and establishing contract criteria, it was directed that agreements permit boosts "considered supportable by productivity improvement and cost-of-living trends" but "not in excess" of 6 per cent a year.

In addition, the President's order permitted "equity adjustments . . . to restore traditional relationships among crafts in a single locality."

Guideline 'Nonsense'

John T. Dunlop, Harvard University dean named by the President as chairman of the wage control board, expressed considerable irritation during a news conference announcing the Little Rock decision.

He disavowed the 6 per cent guideline as a piece of "nonsense" created by the press when the committee was initially created.

Dunlop declared: "There is no percentage limitation in the (President's) order." He added that settlements were not being judged by a percentage figure, saying, "I want to make that 1,000 per cent clear."

Dunlop said further that "a lot of people have a vested interest in saying only 6 per cent is approvable."

Observers interpreted his remarks as a sign of a schism inasmuch as Labor Secretary James D. Hodgson—in a White House briefing at the time the executive order was issued—had stated that the goal of the order was to try to restore "a pattern of wage increases similar to that which existed, on the average, over the period of years from 1960 to 1968."

Hodgson said, "This will be, as our computers now are reckoning it, somewhere around the six per cent level."

The sum indication was that Chairman Dunlop might have been outvoted by the rest of the 12-member committee on the Little Rock ruling. The vote was not disclosed but it was known that several members abstained.

Dunlop flatly refused to describe the Painters settlement as inflationary or non-inflationary. He said this was not the committee's function.

However, when President Nixon issued the executive order setting up the wage board, its designated purpose was described as an effort to curb inflation.

More than a dozen decisions have been rendered by the committee since its creation only a few weeks ago. In each instance, the committee found negotiated wage increases to be acceptable. The Little Rock contract, however, was the first to be aired publicly in detail.

An estimated 1,400 building trades contracts will expire during 1971 according to the Labor Department.

Because of this heavy traffic in negotiations, Dunlop announced April 30th—a month after establishment of the wage committee—that it would review deferred wage increases only when a specific, detailed challenge was filed by a national contractor group, international union or government agency.

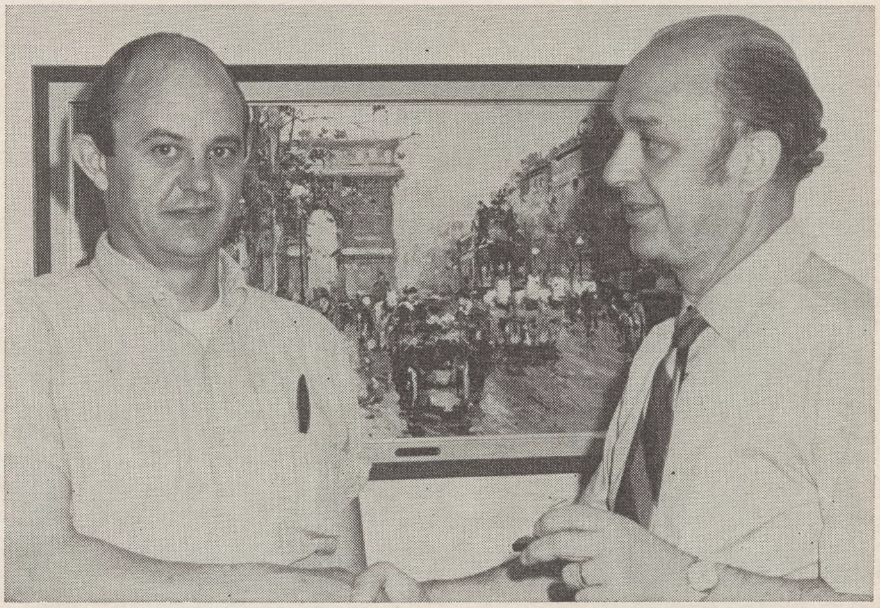
So far, contractor groups have made it a matter of policy to encourage their members to automatically file such challenges, which means that every negotiated agreement in the construction area will come under review.

President Nixon's order gives the panel the authority to examine deferred boosts "to determine whether any increase is unreasonably inconsistent" with the criteria used to evaluate newly negotiated contracts.

● Income Line

Income guides used by the Labor Department to determine eligibility for manpower programs for the poor have been raised by about $200. Now, a family of four, living in the city, qualifies if it has an annual income of less than $3,800.

Ten-Year Pin



John N. Gregory (left), a member of Teamster Local 101, Hopewell, Virginia, was the recent recipient of a 10-year pin. Gregory, a senior technician, finish development, joined the fibers division, Allied Chemical in Polymer Research at the Chesterfield plant in April, 1961. In 1967, Gregory moved to fiber research at the fibers division technical center. In 1970, he joined finish development, being named senior technician in February, 1971. Gregory is also a avid golfer and little league football coach for the Bensley Athletic Association. K. C. Dardoufas is shown presenting the pin.

Teamster Youngsters

Hoffa Scholarship Winners Selected

Eight high school seniors, sons and daughters of Teamster members throughout the nation, have been named recipients of the 1970-1971 James R. Hoffa Scholarships, each worth $6,000.

The grants, as provided for under the James R. Hoffa Scholarship Fund, were established by unanimous approval of the delegates to the 19th Convention of the International Brotherhood of Teamsters in 1966 as a living tribute to the dedicated leadership of General President James R. Hoffa.

This year the eight recipients, two from each Area Conference, have been chosen from several thousand applicants by a Selection Committee consisting of Dr. James Thompson, Director of Admissions, Howard University, Joseph Y. Ruth, Director of Admissions, George Washington University and Joseph Chalmers, Acting Director of Admissions, Georgetown University.

As criteria they have used such indicators as scholastic aptitude, high school average, rank in class, honors and awards, participation and leadership in extra curricular activities and counselors' recommendations.

Central Conference

From the Central Conference of Teamsters, the Hoffa Scholarship committee selected Michael K. Samoszuk, Jr. and Christine Zarzeczny.

Michael, whose father, Michael Samoszuk, Sr., is a spot-welder for Whirlpool Corporation and affiliated with Local Union 827 in St. Paul, plans to attend the University of Minnesota where he will major in premedicine. He was first in a graduating class of 662 students at John A. Johnson Senior High School in St. Paul, Minnesota.

Michael is a member of the National Honor Society and was a National Merit Scholarship Finalist. Since he enjoys public speaking, he is a member of the National Forensic League in which he has attained the Degree of Distinction. He placed first in a Macalester College Speech Festival in Extemporaneous speaking. He is president of the debating club and assistant editor of publications at his high school. In his spare time he enjoys photography, philately, and telescope-making. Presently, Michael is a library aide at the St. Paul Public Library to augment his income.

Christine, whose father, Chester Zarzeczny, is a tow motor operator and freight checker for Commercial Motor Freight, Inc. in Brook Park, Ohio and is affiliated with Local Union 407 in Cleveland, plans to attend Ashland College where she will major in special education. Christine was first in her class of 560 graduates at Midpark High School in Middleburg Heights.

Christine received Achievement Awards from her school in English, U.S. History and Chemistry, as well as receiving Scholarship Awards in her sophomore, junior and senior years. She is vice-president of her National Honor Society chapter and a member of the American Field Service Drama Club, Key Club, and Children's Theatre. She is also the secretary of her school newspaper. Aside from her studies, Christine is a member of a bowling league, swims, enjoys camping, and plays the piano. In what spare time she has, she augments her income by babysitting. This young lady loves people and enjoys working with them. This explains her desire to work as a special education teacher with children who really need her help.

Eastern Conference

Selected from the Eastern Conference of Teamsters were Mary A. Stefanyszyn and Barbara A. Scandurra.

Mary, whose father, Wolodymyr Stefanyszyn, although now retired was a dairy plant worker for the Breuninger Dairies in Philadelphia and was affiliated with Local Union 463, plans to attend the University of Pennsylvania where she will major in architecture. She is ninth in her class of 670 graduating students at Philadelphia High School for Girls.

Mary is an athletic young lady receiving a Certificate of Athletic Achievement from her school, a gold medal for the backstroke, and the first place ribbon in relay. Her achievements do not terminate with athletics, however, as she received the Commonwealth of Pennsylvania Certificate of Merit for Scholastic Achievement and was on the Honor Roll throughout high school. She participates in extracurricular activities which include tennis, skating, dancing, drawing and painting Ukrainian Easter Eggs. She has been an instructor of Ukrainian Literature and History and works as a tutor in French and math, as well as lettering and illustrating children's magazines.

Barbara, whose father, Gaetano Scandurra, is a spray painter for General Instrument Corporation and is affiliated with Local Union 854 in the New York Metropolitan Area, plans to attend Cornell University where she will major in either physics or chemistry. She was first in her graduating class of 679 students at Alfred G. Berner High School in Massapequa, New York.

Barbara is a National Honor Society member and received a National Merit Letter of Commendation. She was awarded the Phi Beta Kappa Award in school. As well as the James R. Hoffa Scholarship, Barbara is a recipient of the New York Regents College Scholarship. She enjoys bowling, swimming, dancing, archery and occasionally dabbles in astronomy. She is tutoring in math and English to augment her income. Barbara thanks her parents for instilling in her the great faith she has for the future.

Southern Conference

Selected from the Southern Conference of Teamsters were Gary D. Johnson and Judy M. Murphy.

Gary, whose father, Dennis Johnson, is a route salesman for the Coca-Cola Bottling Company and affiliated with Local Union 373 in Fort Smith, Arkansas, plans to attend the University of Arkansas where he will major in civil engineering. He is fifth in his graduating class of 332 students at Southside High School in Fort Smith.

Gary is a member of the National Honor Society. He was nominated as "Best Journalist" but his interest and involvement in publications does not stop there. He is Editor-in-chief of the *1971 Southside Yearbook* and remarks that through this capacity he has developed most, to become the individual he is. He has received six superior ratings in the Arkansas Industrial Arts Association competition and was a finalist in nominations for the Southside Hall of Fame. Gary enjoys hunting, fishing, coin collecting and golf. His position as student draftsman is preparing him for the future by teaching him the importance of "consistent speed, good design, solid construction and cooperation between employer and employee."

Judy, whose mother, Sylvia Murphy, is a steno-clerk for Pan Am World Airways and is affiliated with Local Union 769 of Miami, Florida, plans to attend the University of Florida where she will major in engineering. Judy was graduated second in her class of twenty students at St. Patrick's High School in Miami Beach.

Judy has a full schedule. She attends school and works six evenings until 10:00 as a cashier at Lerner Shops. However, this busy schedule has not crowded her scholastic achievements out of the picture. She is a member of the National Honor Society and received the Optimist Science Trophy. She was also selected to be in "Who's Who" in her high school. In addition she makes time for such activities as bowling, shopping and building models. Of her future, Judy says, "Ever since I was small I wanted to build things, whether building a life or a bridge."

Western Conference

Western Conference of Teamsters recipients of the James R. Hoffa Scholarships were Mark and Michael Bandhauer.

The two scholarships given in the Western Conference have been awarded to twins. Mark and Michael, whose father, Robert Bandhauer, is a computer operator for S. E. Rykoff and is affiliated with Local Union 595 in Los Angeles, both plan to attend California Institute of Technology. Mark hopes to major in mathematics or physics and Michael prefers mathematics and chemistry. The two young men were tied for first place in a class of 464 graduating students at Whittier High School in Whittier, California.

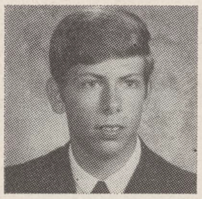
The Bank of America Award was presented to each, Mark for mathematics and Michael for laboratory science. Both were National Merit Scholarship Finalists and both received Certificates of Merit from U.C.L.A. Alumni Scholarship Committee, PTA (2), and for NEDT scores. Both are honor students and California Scholarship Federation Life Members. As brothers often do, these boys spend much of their time together outside of school. They enjoy basketball, both competitive and recreational, baseball, golf, coin collecting and reading. Each is an assistant to the manager at McDonald's Hamburgers. Michael is undecided about the future and his plans, but Mark would most like to be a scientific researcher. Each one agrees that their parents and each other have been the most influential factor in each one's life.

While only eight young men and women are chosen as James R. Hoffa Scholarship recipients, it would be most unjust not to commend the merits of those students who were selected as finalists. In recognition of their efforts and accomplishments these high school scholars, 192 in number, who have distinguished themselves by their fine academic performances, were given a Certificate of Merit and a set of dictionaries, Webster's Seventh Collegiate, Webster's Biographical and Webster's Geographical, boxed in a slip case stamped with *"In Recognition of Scholastic Achievement"* and the date of the competition, 1970-1971. To these Teamster sons and daughters the International extends its congratulations and best wishes both for their university years and for their future.

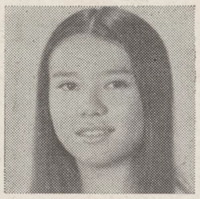
Michael Samoszuk, jr.

Mary Stefanyszyn

Christine Zarzeczny

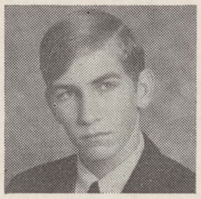


Gary Johnson



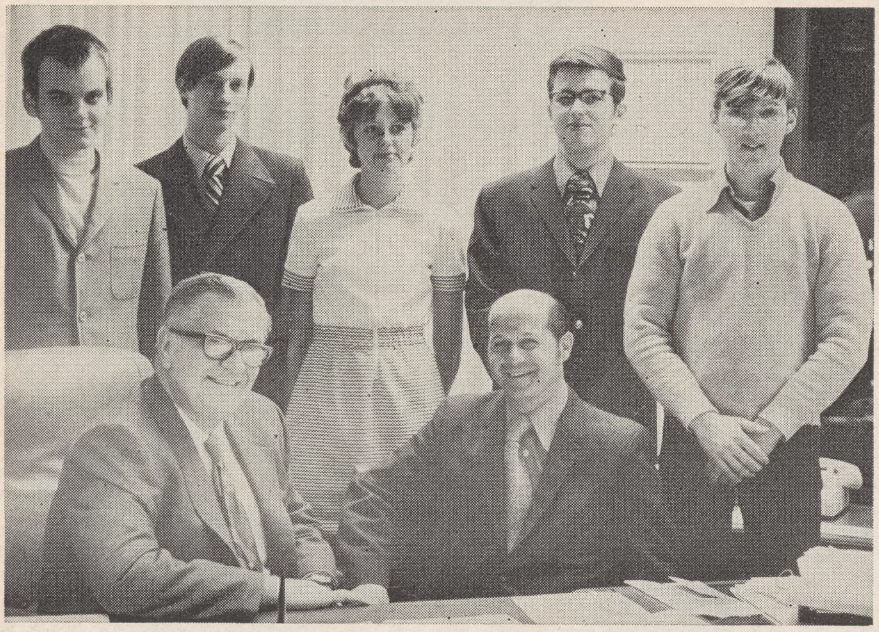
Judy Murphy

Barbara Scandurra



Mark Bandhauer

Michael Bandhauer



These five children of members of Teamster Local 705, Chicago, were awarded college scholarships worth $2,000 each. Seated are Louis F. Peick, secy.-treas. of Local 705 and Dr. Robert Greising, dean of students, National College of Education, Evanston, Illinois, who administers the program. Scholarship winners from left: Michael Dix, James Peterson, Marilyn Kloosterman, David Skowronski and James Koschoreck.

In Chicago

Five Teamster Children Receive $2,000 College Scholarships

College scholarships worth $2,000 each were awarded to five children of members of Teamster Local 705, Chicago, to be paid at the rate of $500 a year while the student performs satisfactorily in college.

The awards are based on high school records, scores on college entrance examinations, rank in class, and a special test administered to all applicants.

Students Pick Schools

The five students have already decided on the college they will be attending: Michael Dix, Jr., son of Michael Dix, who is self-employed at Michael Dix Contract Hauling, will attend Illinois Institute of Technology; James Petersen, son of Harold Petersen, Hennis Freight, will attend the University of Illinois; Marilyn Kloosterman, daughter of Albert Kloosterman, Phillips Petroleum, will enroll at Wheaton College, Wheaton, Illinois; David Skowronski, son of Arthur Skowronski, Hennis Freight, will attend DePaul University, Chicago; and James Koschoreck, son of Donald Koschoreck, Texas Terminals, will attend the University of Wisconsin.

James Petersen's brother, Michael, won a Local 705, scholarship in 1968, the first year of competition.

● Overwhelming

Garage employees of Food Fair Stores, Inc., in Philadelphia, Pa., voted overwhelmingly for representation by Teamster Local 500 in a recent National Labor Relations Board election.

William M. Brown, Local 500 secretary-treasurer, said 39 truck mechanics, garage men and truck washers were eligible to ballot in the election. The vote was 36 to 1 in favor of the union.

● Job Injuries

The Labor Department says that during an average work day, nearly 9,000 American workers are injured or made ill by industrial accidents or job conditions.

Scholarships Granted By Local 170

Teamster Local 170 of Worcester, Mass., announced the awarding of college scholarships to six children of members as part of the local union's continuing program begun in 1963.

James J. Millett, Local 170 secretary-treasurer, said the following grants were made:

—$1,500 to Gary Graves, son of Lloyd A. Graves.

—$1,000 to Nicholas Monopoli, Jr., son of Nicholas Monopoli.

—$1,000 to Susan Blethen, daughter of Harold C. Blethen.

—$500 to Kathleen Mullaney, daughter of James T. Mullaney, Jr.

—$250 to Robert Cardin, Jr., son of Robert J. Cardin.

—$250 to Cecile Taylor, daughter of Joseph Taylor.

● In Ishpeming

Sales clerks, lunch counter personnel and freight clerks employed by J.J. Newberry Co., Inc., in Ishpeming, Mich., voted for representation by Teamster Local 328 of Escanaba, Mich., in a recent National Labor Relations Board election.

Earl Destrampe, Local 328 business agent, said 19 employees were eligible to vote. The ballot count was 12 for the union and 3 against.

● Hardware

Drivers, warehousemen and clerks employed by Momsen-Dunnegan-Ryan Co., of El Pasco, Tex., a hardware wholesaler, voted overwhelmingly for representation by Teamster Local 941 in a recent National Labor Relations Board ballot.

Sammy Diaz, Local 941 assistant business agent, said 35 workers were eligible to vote. The ballot count was 32 to 3 in favor of the union.

● Stone Quarry

Drivers employed by D. M. Stoltzfus & Son, Inc., Stone Quarry in Lancaster, Pa., voted for representation by Teamster Local 771 of Lancaster in a recent National Labor Relations Board election.

Luther W. Weaver, Local 771 business agent, said 42 drivers were eligible to ballot. The tally was 23 for the union and 18 against.

Scholarships

Western Teamsters Grant Awards to 14 Youngsters

The Western Conference of Teamsters and its affiliated unions recently awarded college scholarships worth a total of $16,800 to 14 sons and daughters of members.

The awards to youngsters graduating from high school this year bring to 98 the number of students who have shared around $100,000 the unions have dispensed since the scholarship program was initiated seven years ago.

Students Complimented

International Vice President Einar O. Mohn, Western Conference director, announced the grants and was highly complimentary of the nearly 800 students who competed for the scholarships.

Four scholarships, each worth $2,000 for four years of study, were awarded by the Western Conference to:

—Michael Mitchell, son of Claude Mitchell, a member of Teamster Local 472 in Seattle, Wash.

—Thomas A. Regensburger, son of Clarence Regensburger, a member of Teamster Local 13 in Denver, Colo.

—William A. Lewis, son of Richard Lewis, a member of Teamster Local 952 in Orange, Calif.

—Don Spirlock, son of Donald Spirlock, a member of Teamster Local 302 in Oakland, Calif.

$1,000 Grants

Western Conference scholarships worth $1,000 each were granted to:

—Sharon Perrin, daughter of Mrs. Mary Perrin, a member of Teamster Local 130 in Seattle, Wash.

—Larry Wray, son of Allen Wray, a member of Teamster Local 228 in Sacramento, Calif.

—Karen May, daughter of Mrs. Lawrence May, a member of Teamster Local 223 in Portland, Ore.

—Deborah Peterson, daughter of Warren Peterson, a member of Teamster Local 588 in Oakland, Calif.

Four $1,000 scholarships sponsored by Teamster Joint Council 42 in Los Angeles, Calif., were granted to:

—Gregory D. Roper, son of Robert Roper, a member of Teamster Local 683 in San Diego, Calif.

—Candice Hansen, daughter of Henry Hansen, a member of Teamster Local 871 in Pomona, Calif.

—Alan Hiti, son of Tony Hiti, a member of Teamster Local 896 in San Francisco, Calif.

—Robert H. Sarnoff, son of Abe Sarnoff, a member of Teamster Local 598 in Los Angeles, Calif.

Teamster Local 2 in Butte, Mont., awarded a $400 scholarship to Marcia Spencer, daughter of Ernest Spencer, a member.

Teamster Local 452 in Denver, Colo., awarded a $400 scholarship to Marlys Stevens, daughter of Mrs. Carl Stevens, a member.

$750 For 4 Years

Murrin Scholarship Award Goes to Son of 364 Member

Louis Hegyi, a student at Washington High School, South Bend. Indiana has been awarded the first grant under the Norman C. Murrin Scholarship Program sponsored by Teamster Local 364.

The sons and daughters of all members of the local were eligible to apply for the scholarship award consisting of an annual grant of $750 for four years. The program is intended as a memorial to Norman C. Murrin, longtime president of Local 364, who died in September, 1970.

Evaluation and selection of the scholarship winner was made by a scholarship committee, which was composed of Peter Grande of the University of Notre Dame, Larry McDaniels of the Indiana University of South Bend, and Del Kraft of the South Bend Community School Corp.

The award was formally presented to Hegyi by Roland A. Wardlow, president of Teamster Local 364, who congratulated the award winner and wished him great success in his academic career. Louis's father is a member of the local and is employed at General Liquors, Inc.

Louis Hegyi (left), a student from South Bend, Indiana, receives the first Norman C. Murrin Scholarship Award sponsored by Teamster Local 364. The award consists of an annual grant of $750 for four years. Presenting the award to Hegyi, is Roland A. Wardlow, president of the local.

More to Come

Penn Central RR Scandal Grows by Leaps and Bounds

Largely ignored by the commercial news media in recent weeks, the Penn Central railroad scandal gets smellier with each passing day and promises more of the same in the future.

A 1,500-page report weighing 12 pounds was issued by the Interstate Commerce Commission and contained these important eye-openers on the Penn Central disgrace:

—Penn Central continued to pay huge dividends to stockholders even while its troubles increased.

—The troubles were carefully concealed from the public.

—The railroad company's non-rail properties generated little operating cash, contrary to statements by its officials.

ICC Finds Evidence

It should be noted that the ICC investigators also found evidence that some Penn Central officials were not in accord with what was going on.

In one exchange of letters, a former director wrote in December, 1969, that facts were being withheld from the public. But his plea for complete disclosure was spurned by the chairman of the board.

Slightly more than 6 months later, Penn Central filed for reorganization under the federal bankruptcy laws, June 21, 1970.

The railroad now has a new top management team under the control of five court-appointed trustees.

The big disclosure by the ICC's bureau of enforcement, of course, was that the management of Penn Central continued to pay large dividends on the company stock through most of 1969 "despite early warning signals that the road suffered from poor cash positions."

Investigators found that between 1963 and 1969, the working capital of the Penn Central and predecessor railroads was "persistently inadequate."

Money Juggling

Between 1967 and 1969, said the ICC, Penn Central management paid out $153.8 million in dividends. During the same period, the deficit of the railroad was $118 million.

Even while this sleight-of-hand was being perpetrated, ICC probers disclosed, a 1969 memo from the files of the Penn Central revealed a pay raise for a bookkeeper, accompanied by remarks praising the bookkeeper's "imaginative" work in helping to conceal the company's impending financial disaster.

Trustees of the bankrupt Penn Central Transportation Co., announced recently that the railroad company is preparing a set of manpower proposals designed to move the firm into a break-even position by mid-1973.

The approach—to be presented to Congress (which already has gifted the firm with $100 million), to the Nixon Administration, and to the U.S. District Court—centers around resolution of "unjustifiable work rules. . . ."

Wholesale Price Index Goes Up

The pace of wholesale price advances quickened in April with all of the thrust coming from the closely watched industrial commodity sector, government figures revealed.

The Bureau of Labor Statistics wholesale price index rose 0.3 per cent to 113.3 per cent of the 1967 average. Industrials increased 0.4 per cent; farm products were unchanged, and processed foods and feeds fell 0.2 per cent.

It was sobering news for administration inflation fighters, who had been heartened a fortnight ago by the smallest consumer price rise in four years during the first three months of this year.

But since wholesale prices tend to foreshadow shifts at the retail level, the news boded ill for a continuation of the present slow rise in consumer prices.

After seasonal adjustment, the rise in the April wholesale index was even larger: 0.5 per cent overall, 0.5 per cent for industrials, 1.4 per cent for farm products. Processed foods and feeds were unchanged on this basis.

$1.5 Million Program

AMA Advertising Campaign Opens Against Health Bill

Organized doctors have opened a $1.5 million advertising campaign against enactment of any kind of national health security program.

The board of directors of the American Medical Association launched the drive officially in May by hiring an advertising firm to prepare material for newspapers, magazines and television.

The contract calls for expenditures of $750,000 in each of fiscal 1971 and 1972. The goal: To defeat a proposed National Health Security Act.

AMA's weekly publication, *American Medical News,* unveiled the scope of the program as an adjunct of AMPAC, the AMA's political action committee.

The first thing AMPAC did was to enlist the aid of Sen. Robert Dole (R-Kan.), chairman of the Republican National Committee, and have him appear at a Washington workshop promoting the AMA's health care proposal which it calls, "Medicredit."

"Medicredit," in effect, is a superprofit plan designed for doctors, at government expense, with quality of medical care for people not even a consideration.

● Kansas Win

Employees of Falcon Mfg., of Kansas, Inc., located in Wichita, Kan., voted for representation by Teamster Local 795 in a recent National Labor Relations Board ballot.

C. W. Smith, Local 795 vice president, said the 26 eligible voters all cast ballots. The score was 15 for the union and 11 against. The company manufactures styrofoam products.

Still 'Unacceptable'

Nation's Joblessness Swings Back Up To 6.1% During April

Unemployment in the United States, swinging around the 6 per cent mark since last December, returned to 6.1 per cent of the workforce during April.

It was a one-tenth of one per cent increase over March and compared with a 4.7 per cent rate in April a year ago.

The high amount of joblessness was significant in that for five months now the percentage of the workforce out of work has ranged far above the 4 per cent point which the Nixon Administration stated early in office was an "acceptable" amount of unemployment.

An ominous note in the latest figures released by the Labor Department was the information that joblessness for black workers increased to 10 per cent in April after holding steady at 9.4 per cent since last December.

The government tried to take the pain out of the latest job report by commenting that the employment situation was "essentially unchanged" because the 6.1 per cent rate of joblessness was "not significantly different" from the March report.

Total unemployment in April was 4.7 million. Total employment was 78.2 million, primarily because of increased agricultural employment.

Lack of real employment growth in April was illustrated by the fact that the Labor Department said jobless rates for most major groups in the workforce showed little or no change from the previous month.

Even as the government was issuing the latest bulletin on employment, business leaders of the nation were meeting in Hot Springs, Va., where they advised the Administration not to get panicky if high unemployment continued into the 1972 presidential election year.

Job Pinch Gets Worse For Vets

Unemployment among discharged servicemen continues to climb and stay well above the jobless rates for other workers.

The unemployment rate for veterans 20 to 29 years of age rose to 10.8 per cent during the first three months of 1971, with 372,000 out of work. This compared with 10.2 per cent during the three-month period ending February 28, 1970, and 7.9 per cent during the last three months of 1970.

The jobless rate for non-veterans of the same age during the first quarter of 1971 was 8.4 per cent. The over-all unemployment rate for the nation was 6 per cent in March.

The unemployment rate for veterans 20 to 24 was even higher in the first quarter—14.6 per cent compared with 10.8 per cent for nonveterans of the same age.

Job Outlook Poor Says Nixon Man

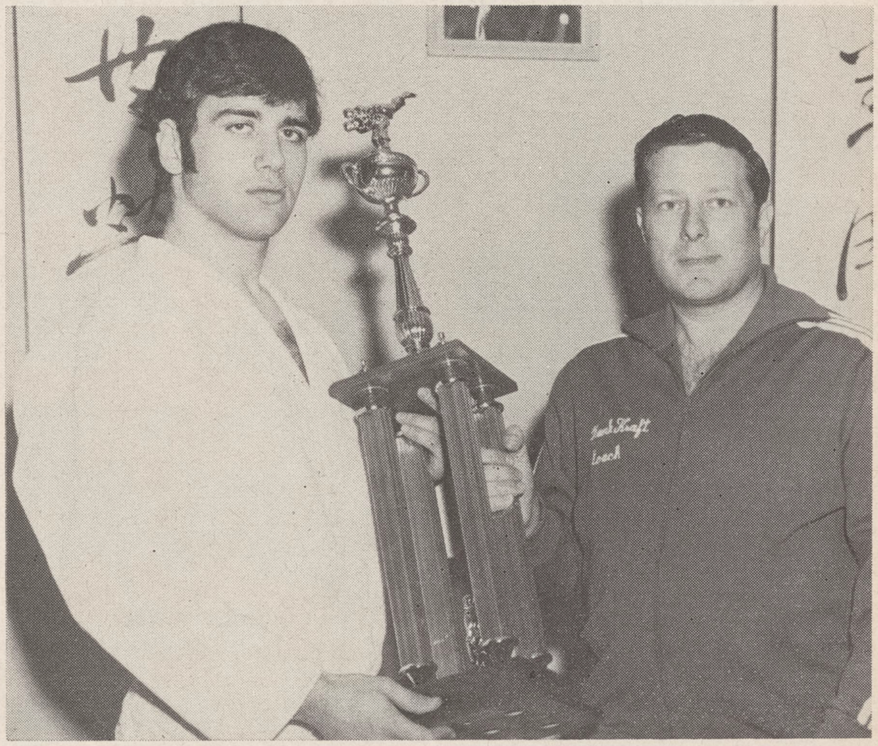
Hendrik S. Houthakker, a member of the President's Council of Economic Advisers, said recently that progress against unemployment "is likely to be slow and erratic for the time being."

Houthakker said also that it was too early to determine whether the Nixon Administration goal of full employment by mid-1972 "is likely to be reached."

Houthakker asserted that there was continuing improvement in the fight against price inflation, but said wages "continue to increase at an unsustainable rate."

He added: "If this continues, it may well be necessary to give serious thought to a revision of the relevant labor laws—including not only the Davis-Bacon Act but also the hiring hall and the product boycott, all of which tend to stifle the competition that is necessary for the proper functioning of any market."

Judo Champ



John Canario, a trustee of Teamster Local 816 in New York City, is very proud of his son shown here, Arthur Canario, who recently won the heavyweight class in the National Judo Championships. Young Canario, 6'4" and weighing 220 pounds, had to defeat eight opponents—including a foe who was 2 inches taller and weighed 90 pounds more—to capture the title. Shown with the champ is his coach, Henry Kraft.

Motorists Happy

"No-Fault" Auto Insurance Successful in Puerto Rico

"No-fault" auto insurance is a success in Puerto Rico after 17 months' experience.

Almost everyone is pleased with it except lawyers and some insurance men who fear their jobs may be phased out of existence.

The point of no-fault car coverage is that it eliminates the need for lengthy, costly procedures to determine who was liable for an accident. The object is to avoid the waste, delay and inequities common to standard insurance plans.

Also, no-fault car insurance has proven to be less expensive in Puerto Rico compared with coverage in the 50 states where administrative and legal expenses devour 55 cents of every premium dollar, according to the Department of Transportation.

No-fault insurance is gaining in interest throughout the United States. No-fault programs have been introduced in 28 state legislatures and Congress has already begun holding hearings on a measure to establish a federal plan.

Puerto Rico, a commonwealth, is the only place where no-fault car insurance has been in effect long enough to show its defects and advantages. Massachusetts has put in a limited no-fault plan but it has been in operation only six months.

Costs $35 a Year

No-fault auto insurance in Puerto Rico is a compulsory, non-cancelable, plan. Ninety cents of every premium dollar goes into benefits. The owner of each car pays a Puerto Rican government agency $35 a year for the coverage—considerably less than the $200-$300 premiums which most state-side motorists maintain.

Without the government insurance, a Puerto Rican motorist cannot buy a license plate—an enforcement wrinkle that guarantees participation by all auto owners.

All expenses of an accident victim's medical and hospital costs are paid by the Puerto Rican insurance. It also pays lump sums for loss of limbs or sight and up to $15,000 in survivor's benefits.

Another feature of the no-fault plan is that it pays 50 per cent of lost income up to $50 a week the first year and $25 a week the second year. It should be noted that the per capita income in Puerto Rico is less than half that of the mainland U.S.

Frank W. Fouriner, executive director of the government agency, said recently that actuarial reports "show we can increase death benefits to $25,000." He said the Puerto Rican assembly will be asked to approve the increase.

No-fault coverage has proven so successful that the *Administracion de Compensaciones por Accidentes de Automoviles* will seek to boost loss-of-income compensation to 75 per cent of regular pay up to a maximum benefit of $100 a week.

First-year Results

In its first year of operation, no-fault administrators collected $17.5 million in premiums. They paid out or set aside for payment $6 million in benefits for 28,000 accident victims and survivors.

Fouriner commented that before no-fault coverage came to Puerto Rico, nine of 10 accident victims on the island received no benefits because most drivers were not insured.

Another benefit of the Puerto Rico program—and one which undoubtedly offends organized lawyers—is that court activity has decreased considerably in terms of small liability claims.

Opposition to no-fault insurance in Puerto Rico, as in the U.S., has come mostly from the Bar Association. Lawyers contend that benefits are more phantom than real. Actually, motorists dissatisfied with claims still have the right to sue in Puerto Rico for higher amounts of damages if they so desire.

Recovery Rate

Even at that, Puerto Rico motorists are in good shape, for a Department of Transportation study shows that in the U.S., the average auto insurance recovery of totally disabled accident victims is only $12,500—or 16 per cent of their actual $78,000 average economic loss.

A comparison between the results of Puerto Rico's plan and the continental United States system shows that without doubt island motorists come out ahead.

Transportation Secretary John Volpe has endorsed no-fault insurance in principle. However, the Nixon Administration has urged Congress—if it passes a no-fault car insurance law—to leave it up to the states to decide whether or not they want to come in under it.

No-fault proposals were heard recently by a subcommittee of the House Commerce committee and now are being considered by the Senate Commerce Committee.

Unionists Find

Occupational Hazards Not Always Easy for Workers to Identify

Representatives of more than a score of unions met recently in New York in an intensive week with leading scientists to learn some vital but little known facts about industrial hazards.

That was sort of what the special course in "occupational health hazards" sponsored by the Mount Sinai School of Medicine in New York was all about.

The unions sent a total of 75 representatives to listen to scientific experts talk about everything from lung cancer to urine samples, from skin diseases to beryllium poisoning.

"Ultimately it's a union problem," Mt. Sinai's Dr. Irving Selikoff said about the occupational health problem in the U.S. "Scientists can help—but unions and workers must decide where they want to go in measuring health hazards, ridding the workplace of them, and enforcing the laws."

Government representatives along with many scientists were present to exchange ideas and answer questions about the implementation of the new Occupational Safety and Health Act of 1970.

"It was really a place where a few union zealots could get together with some of the best scientists in the nation and see where we are going in occupational health," is how one union leader put it.

There was a stir of dismay toward the end of the week-long session to hear that Labor and HEW appropriation cuts were going to curtail the already modest money requests for the new law.

The first Alice Hamilton Award was presented to Dr. Harriet Hardy of Massachusetts Institute of Technology for her pioneer work in occupational health, especially beryllium to which some half million American workers are directly and indirectly exposed.

Alice Hamilton is the grandmother of occupational health in the U.S. and died in 1970 at the age of 101.

There was a lot of give and take between the roster of scientists assembled by Mount Sinai and the men and women from the ranks of organized labor.

But it was heady stuff. There was a lot of professional jargon which was difficult for laymen to penetrate.

The sessions were frankly an experiment. For too long workers who are the chief environmental guinea pigs in the work environment have been kept in the dark about the health hazards to which they are exposed during their working life.

One thing seemed very clear by the end of the week—there is need for a lot more research on the health effects of many chemicals and other hazards in the workplace. And there is need for scientists to bring their knowledge down to earth so rank and file workers can know what it all means.

Further, there is a great need for workers themselves—union leaders, staffers, bargaining chairmen, and local union members—to find out all that is presently known about occupational health hazards.

There was once a great movement toward workplace safety and health in the U.S., of which the late Dr. Hamilton was a prime mover.

But as the obvious hazards were overcome, some of the more subtle dangers workers face on their jobs have been overlooked and ignored. The hazards are sometimes so overwhelming and seemingly complex that many workers feel there is little they can do about them.

"If a worker has to choose between getting a paycheck to stay alive and face some danger which will shorten his life, he will take the paycheck—we don't think you have to make that choice," says Anthony Mazzecchi, the Nation's leading in-plant pollution expert and Washington spokesman for the Oil, Chemical and Atomic Workers of America.

The guessing game over what is a safe limit to which workers should expose themselves to chemicals and other hazards on the job is just that—a guessing game, the Mount Sinai course showed.

"We are really saying how much poison does somebody else say a worker should have to take," is Mazzecchi's comment.

Business-Backed

Pollution Group Sets Plea To Derail Anti-Pollutionists

American industry, which has been taking it on the nose as the biggest, most guilty polluter of all, is trying to turn around its uncomfortable public image.

Keep America Beautiful, Inc. (KAB), financed by industry and headed by the chairman of the American Can Co., recently announced a nationwide advertising campaign designed to get the public to think more in terms of combatting pollution on an individual basis, and at the same time discourage criticism of business and government.

KAB even succeeded in getting President Nixon to praise its campaign and made public the following White House statement:

"I highly commend the public spirited members of KAB who, together with the advertising council, have made this encouraging civic effort possible."

President Nixon, in all fairness, may not have been fully aware of KAB's plans when he issued the statement.

Theme of KAB's campaign is,, "People Start Pollution," and is directly contrary to all the findings of every government and private survey made in recent years.

KAB's method of combatting pollution is to call statements blaming business and government for pollution, "alibis," for lack of individual action.

One of a series of advertisements developed by KAB suggested that Americans get regular tuneups for their cars, use detergents in recommended amounts, buy better home incinerators, support municipal waste treatment improvements and use trash baskets for trash.

"Above all," the ad concluded, "Let's stop shifting the blame. People start pollution. People can stop it. When enough Americans realize this we'll have a fighting chance in the war against pollution."

Peter Harnik, an official of Environmental Action, Inc., a private group which has lobbied for stronger pollution control laws, commented about KAB's program: "They're talking about shifting the blame and it looks like they're shifting the blame from themselves."

Farm Worker Legislation Supported

The California Teamsters Legislative Council has been working on behalf of legislation that would end the exclusion of farm workers from eligibility for unemployment insurance and raise the maximum weekly benefit for all workers from the present $65 high to a new high of $90 weekly.

The council also has been working for improvements in the workmen's compensation area to increase minimum and maximum temporary disability benefits, permanent disability benefits, widows' pensions and the waiting period.

Improvements are also sought in the unemployment compensation disability program, with the aim of raising maximum benefits from $87.50 to a new high of $105 weekly. California is one of only four states with such a program paid for solely by workers' own contributions.

Bureaucrat Opposes Bank Reform

Congressional observers recently witnessed the currency chief of the United States express opposition to proposed bank reforms.

Testifying before the House Banking Committee, Comptroller of the Currency William B. Camp—supervisor of the nation's banks—said that while some banking practices need reform it was his opinion that regulations should be left to supervisory agencies rather than be written into the law.

Camp's testimony was on a sweeping bank-reform measure now pending in Congress.

The proposal would destroy the undue financial power that some banks wield by curtailing interlocking directorships between lending institutions and other firms with which they do substantial business.

The bill also would prohibit brokered deposits that are placed in a bank through a third party for a few, in which case there is sometimes an understanding that the bank will make a particular loan with the funds.

● Job Fatalities

An average of 55 workers die daily as a result of industrial accidents or job-related disease.

Teamster Teacher

Alfred S. Reger, secretary-treasurer of Teamster Local 522 in Elizabeth, N.J., is shown with a class of youngsters that have suffered brain damage and to whom he teaches sculpture. Reger, a well-known sculptor in his own right, says the work with youngsters has produced tremendous results.

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

DRIVE REPORT

On the Hill

Fitzsimmons Wants 5-Year Local Union Terms

In 1959 the Landrum-Griffin Act was passed by the United States Congress. Within the body of that law, there was a provision which established the maximum term of office for national union officers at five years and established the maximum term of office for local union officers at three years.

On May 11, of this year Congressman Frank Thompson (D-N.J.) the Chairman of the House Special Subcommittee on Labor, held hearings on H.R. 9 and H.R. 567, two identical bills if enacted would amend the Landrum-Griffin Act to provide that local union officers could hold office for five years.

Chairman Frank Thompson, by scheduling hearings on these important pieces of legislation, which are wholeheartedly supported by the International Brotherhood of Teamsters, has been a great help to the cause of organized labor. Chairman Thompson has again shown himself to be a fair and objective legislator who consistently does what is in the best interest of the country and the labor movement.

Congressman Roman C. Pucinski (D-Ill.) introduced H.R. 9 on the first day of this Congress.

Congressman Pucinski appeared to testify on behalf of his legislation before Chairman Thompson's Subcommittee. In his testimony, Congressman Pucinski pointed out that the legislation which he had introduced did not require a five year term for local union officers. It merely permitted a five year term. He said, "let the men and women of the labor organizations decide what is in their own best interest. If the members of the local believe, as I think they do, that a five year term will serve them best, let them have that opportunity." The Congressman went on to say, that it now appears that the Congress when it passed the Landrum-Griffin Act in 1959, over reacted in limiting local officers to three years.

Congressman Pucinski said he thinks a maximum five year term of office will serve both labor and management better than the present law.

Congressman Pucinski said that national union officers now may serve up to five years and that the history of the labor movement since the enactment of the Landrum-Griffin Act shows that a five year term of office has not led to unresponsive or ineffective leadership among national union officers. He said that there is no reason to think that a five year term would lead to unresponsive or ineffective leadership at the local level either.

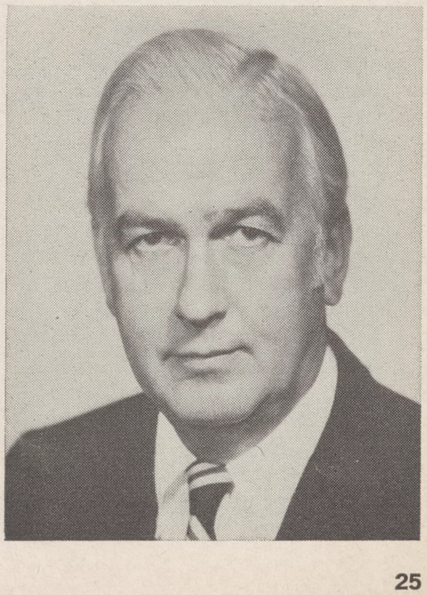
Congressman Pucinski reasoned that a five year term of office is necessary to really do an effective job because of the complexities of new labor laws and new labor-management relations.

Serving union members is no simple matter and a three year term is inadequate for the proper preparation of the union officer for leadership, in view of the complex problems involved in union-employer relation-

Rep. Annunzio

Rep. Pucinski

Rep. Thompson



ships.

A union representative must learn the various duties involved in a negotiation and administration of agreements. He enters into the world of actuarial science when discussing pensions and the enormous problem of providing delivery of health care through negotiated Health and Welfare Plans. The officer must know when to involve the arbitration process and the grievance procedure and he must be alert to areas of sensitivity which could result in unauthorized work stoppages. Meanwhile, he must be aware of the economic welfare of his industry. It is necessary for him to keep informed of legislative and administrative developments which could adversely affect both the employer and the union member.

Today's union officer is an administrator who must make decisions on the choice of a computer, the investment of surplus funds and a broad variety of other problems facing the executive.

Congressman Frank Annunzio (D-Ill.) author of H.R. 567, testified before Chairman Thompson's Subcommittee on May 11. In support of his bill, Congressman Annunzio said, "Let me stress that the Landrum-Griffin Act specifies only the allowable maximum terms of office. Unions can, and do, prescribe in their constitution and bylaws terms of office which are shorter than the present five years permitted under Title IV for national union officers and the three years for local union officers. Information from the most recent available U. S. Labor Department Survey reveals that as of 1968, only 25 of the 178 national unions responding to the survey, elected officials for five years. 56 unions elected officials for four year terms, 20 for three year terms, 59 for two year terms, and 16 for only one year terms, and 2 called for terms which differed for the several officers."

Congressman Annunzio also pointed out that not all contracts are negotiated by national unions. Of course many contracts are negotiated entirely by local unions and national contracts frequently have supplements which are negotiated by local unions. The Congressman said, "Another advantage of my proposal is that extending the permissible term of local union office is in keeping with the trend of the 1960's towards longer term collective bargaining agreements. In 1960, the two-year contract was the most common type of collective bargaining agreement; by 1969, nearly two-thirds of the contracts were for three years. Contracts for only one year dwindled in number according to these statistics which are from the Bureau of National Affairs.

General Vice President Frank E. Fitzsimmons, in a statement presented to the Congressman's Subcommittee, in support of H.R. 9 and H.R. 567 said, "The legislation that is under consideration here today is of a relatively simple nature, and the statement which I am presenting to you is not very long, but while the legislation is simple and the statement is short, I want to assure you that the International Brotherhood of Teamsters considers this legislation to be of great importance; and I wish to impress that fact upon you today. And I want to personally and publicly thank Congressmen Annunzio and Pucinski for introducing this legislation; and I wish to thank Chairman Frank Thompson for scheduling these hearings."

General Vice President Fitzsimmons went on to say that if this legislation becomes law, we can expand the period of peak efficiency of our local union representatives from one to three years. We can all readily see the enormous benefits that would accrue to local union officers.

General Vice President Frank E. Fitzsimmons said, "I think that none could disagree with his statement that local union members themselves have a right to expect that their elected officials grow and become more efficient. To limit the term of office for a local union officer to three years effectively denies the membership their right. I believe that it is also evident that such an increase of efficiency would accrue to the benefit of management and to the benefit of the community at large. Both management and the community deserve this benefit because they both have a great stake in stable labor-management relations."

The hearings in the House have been concluded. This is just the first step along the long and perilous course which a legislative proposal must travel before it becomes law. Because this is such an important piece of legislation which will materially increase the continuity and stability of the collective bargaining process the International will watch closely the progress of this bill and work toward its passage into law.

Bill Offered To Probe U.S. Economy

A bill has been introduced in the Senate with the aim of creating a Special Committee to Investigate Economic and Financial Concentration in the United States.

If it gets the green light, the special committee would be empowered to "study and investigate the extent of concentration of economic power in the financial control over the production and distribution of goods and services in the nation's commerce." The committee would be required to file a report by January 31, 1973.

Inquiry Proposed

The measure was introduced by Sen. Lee Metcalf (D-Mont.) and proposes an inquiry that would be the first of its kind since the Temporary National Economic Committee investigations of the late 1930's.

Sen. Metcalf noted that pertinent data is lacking on economic ownership and concentration on which government policy should be based in a dozen different fields. No sound antitrust policy can be projected unless there is public knowledge of who owns what.

Railroad Example

An example of this problem is that until recently the Interstate Commerce Commission required railroads to disclose their 30 largest shareholders. But now nine railroads list a single company as their sole owner, giving no indication of who owns the holding company.

RTW Being Revived In California

Anti-union forces in California are making another attempt to get a union-busting "right-to-work" law on the statute books of that state.

A bill introduced in the California legislature recently would make it a crime to organize workers under a collective bargaining agreement which guarantees a union shop. The proposal is more stringent than most RTW bills have been in the past.

The measure also would forbid tax exemption and political activities for unions.

It's Costing More

Cost-of-Living Index Jumps In April, Food Prices Blamed

The cost-of-living to Americans rose 0.3 per cent in April, equaling the sharpest one-month advance this year, the Labor Department revealed in a recent report.

The April increase brought the government's consumer price index up to 120.2, meaning it cost $12.02 in April for every $10 worth of typical family purchases in 1967 base period.

The Labor Department said the index was 4.3 per cent above a year earlier for the smallest annual rise in three years and that the increase since February was the smallest of any three-month period in four years.

Grocery prices rose nine-tenths of one per cent. Housing costs edged up one-tenth of one per cent, transportation three-tenths, clothing four-tenths, medical care six-tenths and recreation six-tenths, said the report by the bureau of labor statistics.

The bureau also reported that some 45 million rank and file workers gained 73 cents a week in pay to an average of $124.75, and that after allowance for federal tax deductions and higher living costs purchasing power was two per cent above a year ago. However, the buying power of the average pay check was still 1.9 per cent below the record peak of September, 1968.

"The effects of higher prices for most goods and services was moderated by a decline in mortgage interest rates and gasoline prices," the bureau said.

Same as March

The big rise of nine-tenths of one per cent for food followed an equally large jump in March food prices.

Most of the April food rise was due to increases in fresh fruit and vegetable prices.

"Prices of beef and veal, cereal and bakery products and dairy products increased instead of declining as they usually do in April," the report also said.

Label the Target

Consumer Advocates Want Firms To Identify Product Ingredients

Your child is allergic to limes—should he eat mayonnaise?

You want to divide a pound can of green beans between four people—will there be enough?

Is the cream fresh? Can you count on a can of beef stew as a source of protein or a carbohydrate?

These are questions supermarket shoppers want to know about but they're not getting the answers from the labels. As a result consumer advocates are focusing their sights on changing labeling so that it does more than show the weight or measure of a product.

Two of these changes—unit labeling and open dating—are becoming common in supermarket chains around the Nation. They've been made possible by the computer. Unit pricing allows the housewife to compare prices quickly and accurately. It shows the price per pound, inch or quart. The computer prints out the labels for the shelves.

Open dating breaks the code which the retailer used to tell him the last possible day he could sell a perishable item. The customer has some assurance of freshnes when the milk, butter and cream are labeled with a date or day of the week.

Now, a group of George Washington University law students has formed an organization called LABEL and they're pushing hard for nutritional labeling and complete ingredient labeling of foods.

The labels of about 20 per cent of our foods are not required to list ingredients. These are items which a group of manufacturers and the Government agreed share a common standard of identity.

Cola drinks, for example, must contain caffeine and mayonnaise must contain eggs. The products may also contain any number of other ingredients allowed under the standard. But the manufacturer does not have to list them. Hellman's mayonnaise lists no ingredients on the label.

The customer can't know if the acidifying agent used in the mayonnaise was lemon juice or lime juice. Both are permitted under the standard, yet which one is used can make a difference to many consumers.

The manufacturer has another option. He may list some of the ingredients. Howard Johnson's Cola lists five ingredients but does not name caffeine, the potentially harmful ingredient.

LABEL argues that the purpose of the Standards of Identity regulation was to insure quality and uniformity within standardized foods; instead it has served to keep information from the consumer.

The group also argues that the Food and Drug Administration requires nutritional labeling of pet food but the housewife doesn't have the same information to make nutritional judgments for her family.

One consumer recently complained that a 16-ounce can of green beans contained eight ounces of water. Another followed the instructions on a two-pound can of chow mein and drained off the water. He was left with one pound of chow mein.

Consumers say they want to know all the manufacturer knows about the product they buy. As one shopper put it: "I'm tired of taking the word of the Jolly Green Giant and Ed, the talking horse. I want some facts."

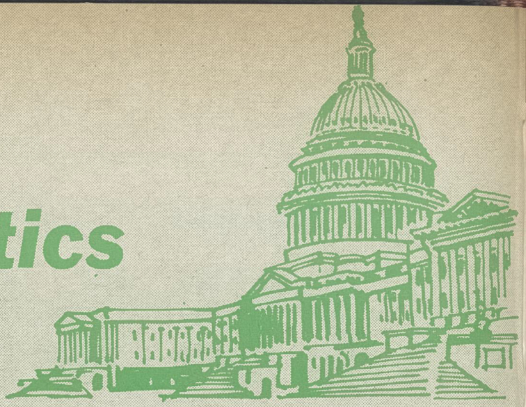
Care To Comment?

The Food and Drug Administration has given consumers sixty days to comment on LABEL's proposal that:

"For the purpose of promoting honest and fair dealing in the interest of the consumer, all food manufacturers and distributors must list on the label, in order of their predominance, all ingredients which are contained in their product."

Address your comments to: Charles C. Edwards, Md. Commissioner, Food and Drug Administration, 5600 Fishers Lane, Rockville, Maryland.

SPOTLIGHT ON Legislation and Politics



- **Capital Punishment**
  The Supreme Court upheld the procedure used to impose the death penalty in the 38 states that allow capital punishment. By a 6-to-3 vote the court ruled that judges need not give juries more definite standards to guide their sentencing decisions and held that states need not provide separate hearings on guilt and punishment in capital cases.

- **Credit Files**
  The days when you could be denied credit because of something in your credit file that you knew nothing about are now over. Under the Fair Credit Reporting Act which went into effect on April 25, you will have free access to examine all the information contained in your credit file, except for medical information. If there are things in it that are false you will be able to so notify all those who have been given the false information for the past six months for the purposes of credit or insurance and for two years in cases of potential employers.

- **Legal Services for Poor**
  The Nixon Administration is planning to ask Congress not to strip the executive branch of control over a proposed new corporation to handle legal services for the poor. Rejecting arguments that an independent Legal Services Corporation would take the controversial poverty program "out of politics," the White House is drafting legislation that would give the President power to name all of the corporation's directors.

- **U.S. Power Lag**
  Federal failure to push two promising means of producing electric power may force America to pay billions to other nations for future plants—and leave U.S. air polluted dangerously long—power experts told the National Academy of Sciences. The two neglected areas, it was charged, are fusion power, which would harness the H-bomb reaction, and development of the fast-breeder nuclear reactor.

- **Low-Rent Housing**
  The Supreme Court ruled that citizens may block low-rent public housing projects by referendum even after the elected officials of their city or county have approved them. By a 5-to-3 vote the court upheld California's automatic referendum procedure, which a dozen states have in some form, as consistent with "devotion to democracy, not to bias, discrimination or prejudice."

- **Incompetent Bureaucracy**
  The United States Training and Employment Service is described as an incompetent bureaucracy which defeats the purposes of federal manpower programs and should be totally restructured according to the Lawyer's Committee for Civil Rights Under Law and The National Urban Coalition. The two organizations, in a detailed report, recommended that a new agency be created to serve as a "workers advocate," performing all personal-service activities necessary to make people employable.

- **Tire Standards**
  After more than three years of deliberation, the federal government has issued a safety standard requiring that retreaded tires for passenger cars meet the same performance criteria as new tires. The standard, first published in proposed form on Oct. 14, 1967, becomes effective Jan. 1. The National Highway and Traffic Safety Administration rejected arguments that it is unreasonable to apply new-tire performance requirements to retreaded tires.

- **Expanding Economy**
  The fight for an expanding economy that will produce desperately-needed jobs is now going on full force in Washington with the Nixon Administration insisting that things are going fine and labor and the Democrats equally insisting that more must be done. For the past few months, the Administration has missed no opportunity to tell the country that inflation is being slowed down, that the economy is showing signs of picking up and that unemployment is at least stabilized.

- **Anti-Merger Bill**
  Chairman Emanuel Celler of the House Judiciary Committee said he plans to introduce legislation that would prohibit the nation's 500 largest industrial corporations from merging with each other or with any smaller company with assets of $100,000 or more. Celler also disclosed in an interview that his committee soon would issue a report on its investigation of conglomerate corporations—firms which grow through acquisition of widely diversified companies.

- **Food Stamps**
  The Agriculture Department proposed new rules liberalizing food stamp benefits for many needy Americans, including completely free stamps for the poorest of the poor—but cutbacks in aid for some. The proposals, designed to comply with changes enacted by Congress last year, include a uniform national eligibility standard. This would provide that any family of four with net "take home" income of $360 a month or less, regardless of where it lives, would qualify for food stamp aid.

For Your Information

Population Center Shifts

The population center of the United States, as a result of the 1970 census, has again shifted westward and is now judged to be five miles east-southeast of Mascoutah, Ill.

In Census Bureau language, the point is Lat. 38 degrees, 27 minutes, 47 seconds N., and Long. 89 degrees, 42 minutes, 22 seconds W. Mascoutah, Ill., about 30 miles east of St. Louis, Mo.

The U.S. population center first moved into Illinois as a result of the 1950 census. Before that, it had been in Indiana since 1880.

Poverty and Malnutrition

A 10-state nutrition survey by the federal government found recently that poor people are about twice as likely to be undernourished in four essential nutrients than are those with higher incomes.

The most striking finding in the survey by the Department of Health, Education and Welfare involved the nutrient iron, which is essential for blood production and results in anemia when deficient. Five per cent of the poor had a clear iron deficiency and 25 per cent were on the borderline.

It was found that impoverished children under the age of 10 were most often deficient in iron, vitamin A, vitamin C and riboflavin.

Probe of FBI

A committee of educators and three former officials of the Justice Department—including former Attorney General, Ramsay Clark—have begun an investigation of the role of the Federal Bureau of Investigation in American life.

The group is called the Committee for Public Justice. Spokesmen said the study would be a "clear, dispassionate review" of the FBI's role in the United States.

The committee hopes to get lawyers, prosecutors, police and educators familiar with the FBI to participate in the inquiry.

U.S. Poverty Increases

The Census Bureau reported recently that between early 1969 and the end of 1970 the number of poor Americans increased by 1.2 million to bring the total to 25.5 million—13 per cent of the national population.

The new figure on impoverishment was interpreted as a setback for the Nixon Administration inasmuch as poverty statistics for the previous 10 years had shown a steady decline averaging about 4.9 per cent a year. The number of impoverished increased 5 per cent during 1970.

In 1960, about 22 per cent of the population was considered impoverished. The number living in poverty in the mid-1960's during peak unemployment was about 35 million.

Wiretaps Double

A new report to Congress reveals that the number of court-approved wiretaps used by federal and state law enforcement agencies almost doubled in 1970 over the figure for 1969.

Last year there were 597 court orders granted throughout the United States authorizing the installation of electronic listening devices by state and federal officers, The figure in 1969 was 302.

The Justice Department, which obtained 33 orders to eavesdrop in 1969, last year got 183 such orders.

The wiretap report was forwarded to Congress by Roland F. Kirks, administrator of the United States Courts.

Pollution Study

The Environmental Protection Agency soon will complete its study which will give the first government estimates on what it will cost to clean up pollution in the United States.

A hint of the study's conclusion was given in a recent speech by William D. Ruckelshaus, administrator of the EPA, who declared: "The consumer will by far bear the biggest burden of cleaning up our environment."

Tire Pressure Warning

A tire manufacturer has developed a warning device that alerts motorists when their tires are underinflated.

The heart of the system is an electronic detector unit actuated by a switch inserted in the tire. When the tire pressure is normal, a green light glows on the instrument panel. When the pressure is too low, however, a red light goes on.

The system has been tested on tractor-trailers, road graders, earthmovers and passenger cars, and may eventually be installed on all passenger autos.

Defense Profits

The U.S. Navy's most outspoken maverick, Vice Admiral Hyman G. Rickover, charged recently that some of the nation's biggest defense contracts refuse to comply with legal requirements that they report profits data to the government.

Rickover also contended that the Defense Department makes little effort to enforce the law, saying, 'We spend $35 billion or more every year without knowing how much of it goes for profit." He testified before a Senate-House Joint Economic Committee and listed 17 companies which had refused to supply profit information:

U.S. Steel, Bethlehem Steel, IBM, RCA, Control Data, Burroughs, Honeywell Information Systems. Univac division of Sperry Rand, International Nickel, Lukens Steel, Armco, Ladish division of Universal Oil Products Co., Esco Co., and Wyman-Gordon Co.

● Avocado Rustlers

Avocado growers in Southern California have increased their rewards to $550 for apprehension of "avocado rustlers."

Because they are the most expensive American-grown fruit on the market, avocados have been the object of massive thievery in recent months. Losses are running at several hundred thousand dollars annually.

● Blue Collar Salaries

Blue-collar workers increasingly are being switched to guaranteed salaries, according to the *Wall Street Journal*.

Several large manufacturing companies have come to the conclusion that the time clock is a symbol of another age, is obsolete, and they are doing away with it.

Most firms using the salary system claim it is a morale booster for employees.

● Park Visitors

The Interior Department says that visitors to the nation's federally-maintained parks totaled more than 172 million last year to set a new record.

The number of visitors was an increase of nearly five per cent over the previous year. The Interior Department cares for 281 parks.

● 'No Trespassing'

The New Jersey Supreme Court ruled recently that farm owners cannot put up "no trespassing" signs to bar qualified visitors from their migrant labor camps.

The court ruled that employers may not deny workers their privacy or interfere with worker opportunity to live with dignity and to enjoy associations customary among all citizens.

The decision reversed a trespassing conviction of two officials of the federal anti-poverty program who had attempted to report on living conditions among farm workers.

"We are satisfied," held the court, "that under our state law, the ownership of real property does not include the right to bar access to government services available to migrants."

● Computers and Arbiters

The Federal Mediation and Conciliation Service has signed a contract with a data processing center in Washington, D.C., to pick arbitrators by computer.

A computer will process arbitrator personal data questionnaires to select panels for disputing parties to choose from on an overnight basis.

Questionnaires already have been sent to arbitrators for their evaluation. The new system is expected to speed up the selection process.

● Oil Refinery Expansion

American oil companies are playing an increasingly large role in expanded petroleum refinery construction outside North America.

A survey by United Press International found recently that American oil firms plan an extensive program through the next three years with projects representing nearly 550 million tons a year of added crude oil capacity.

Crude capacity outside North America at the end of June, 1970, was 400 million tons a year. In 1968, the figure was 300 million tons.

● Nostalgic Yo-Yo

When Donald Duncan, Sr., died recently it was the end of an era that began more than 40 years ago when Duncan saw a Filipino playing with a yo-yo in San Francisco.

Duncan bought the toy from the man and commercialized it, manufacturing and selling nearly 30 million of the toys in the succeeding years.

Duncan popularized the yo-yo by hiring Filipinos and training them to give exhibitions and conduct yo-yo contests around the country.

A lad wasn't with it unless he could make his yo-yo "walk the dog," go "around the world," and "loop the loop," among other tricks.

● Home Sales and Prices

The median sale price of new one-family homes was $24,100 in March, 1971—the same as a year earlier—down considerably from the $24,700 median a month earlier.

The Commerce Department and Housing and Urban Development Department, in a joint report, said the sales of new one-family homes last March were at a seasonally adjusted annual rate of 686,000.

● Some Things Never Change

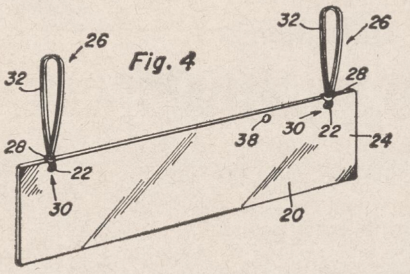
As soon as railroad signalmen went on strike at mid-May, the nation's commercial news media rushed forward with panic stories about how the walkout could idle 20 per cent of the nation's workforce.

Keying the stories were Nixon Administration economists who came up with all kinds of figures about how transportation would slow to a crawl and manufacturing would stumble to a halt.

The biggest bugaboo brought forth was that unemployment would increase to 20 per cent after 60 days of rail strike.

WHAT'S NEW

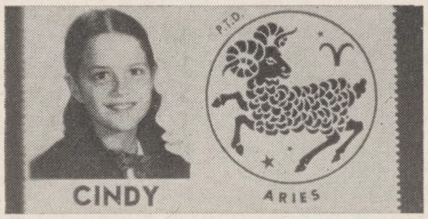
Tinted Sun Visor



A veteran Teamster driver on the Pacific Coast recently applied for a patent on a unique sun visor for truckers or private motorists alike. The visor, illustrated below, attaches to the bottom of the standard visor on most vehicles by means of rubber bands. When not in use, the visor rests securely fastened within easy reach of the driver. In periods of unusual glare, the visor is easily flipped down in front of the driver's eyes, acting as a glare screen in the same fashion as sun glasses.

●

Photo Stamps



A personalized novelty with hundreds of possible uses, these handy mini-photos with gummed backs are available in quantities up to 1,000 at reasonable prices.

●

Outboard Motor Lock

Marine enthusiasts can thank a Minnesota Teamster for the invention of a special safety lock for theft protection for outboard motors.

The lock fits all twin clamp outboard motors preventing any movement when it is closed. It is easily installed, simply fitting over the turndown keys of the motor. Next, a meeting plate is fitted over the key handles and tightened with the key.

According to the distributor, the use of his lock may even mean lower premiums on your theft insurance.

Emergency Blanket

EMERGENCY
F
FIRE-
BLANKET

This junior sized pre-packaged emergency blanket, for storage in an auto trunk, is said to take about one-third the space of a normal blanket.

The kit comes in a handsome vinyl case and is practical for smothering fires or warming shock victims.

●

Temperature Gauge

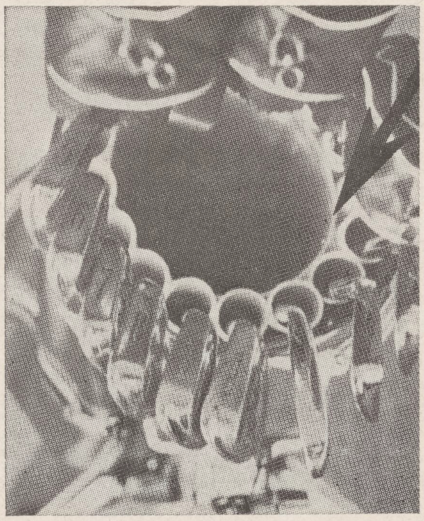
Drivers of refrigerated units should welcome this new, electrically operated heat gauge. The thermometer measures the temperature inside the refrigerated unit by means of a sending unit within the compartment. The results register on the dash-mounted gauge, thereby eliminating the need for periodic stops and checks by the driver.

●

Golf Tube

Golfers will be enthused about this latest innovation in keeping your clubs in order. A large tube inserted into the center section of the bag provides handy storage for larger pieces of golfing equipment such as umbrellas, hats, etc. adding 40 percent more storage space. Meanwhile, the large tube keeps clubs in order for easy selection.

The tube is adjustable to fit all sizes and shapes of golf bags.



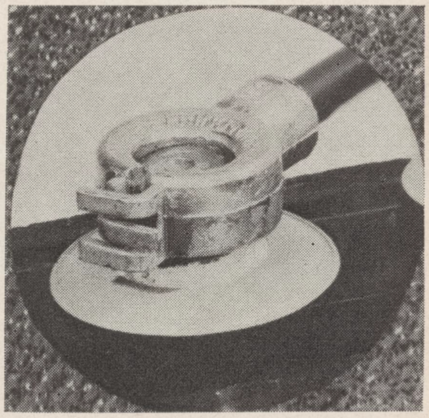
Paint Gun

A unique rotary action paint gun has recently been marketed which promises never to clog, boasts utility in or out of doors and is said to eliminate the need for masking.

The gun is powered by a two-speed engine capable of 12,000 RPMs. Unlike most guns, the rotary action keeps the paint from clogging. According to the producer, the gun can use any type of paint, rubber base, water soluble, flat, eggshell or enamel.

●

Corrosion Prevention



Low-cost protection for automotive or truck batteries can be assured with the installation of a corrosion seal. The seals provide a continuous flow of lubrication to the area between the cable clamp and the battery post where it is needed most.

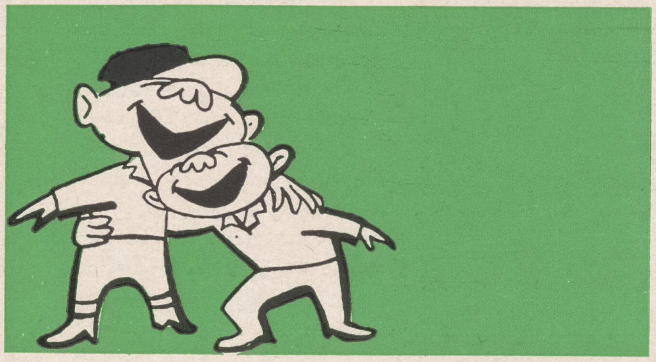
According to the producer, this sealing mechanism fits all standard battery posts and is guaranteed to prevent corrosion build-up when installed as directed.

●

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



In the Middle

The unfortunate situation today is that only the very young and the very old know all the answers. The rest of us in between, are stuck with all the questions!

Bring Your Own

At the height of the tourist season last year, a huge Texan strode up to the desk of one of Miami Beach's most expensive hotels. He was followed by a caravan of bellhops, all of whom were carrying snowshoes, skis, ice skates, and other northern winter-sports gear. The perplexed clerk looked over the entourage and then said to the new guest, "Sorry to have to tell you this, sir, but we *never* have snow here in Miami!"

"That's okay, son," boomed the Texan. "It's comin' with the rest of my luggage!"

Handicap

A young rock and roll star was being interviewed by a magazine writer.

"Do you read music?" the reporter inquired.

"A little," came back the musician's reply. "Not enough to hurt my playing."

Anonymous Thought

Probably the most common source of irritation in twentieth century America arises from a man taking a seat beside you on a bus or train, a seat to which he is perfectly entitled.

How Come?

Other peoples troubles are never as bad as your own . . . but their children are always worse.

Really Serious

"I hear your insomnia is worse."

"Oh, goodness, yes. Now I can't even sleep when it's time to get up."

Hide and Seek

Johnny had run to the basement during a thunderstorm. Billy was teasing him: "Why run to the cellar? If th' lightning's gonna hit you, it'll hit you wherever you are!"

"Maybe so," replied Johnny, "but if it's gonna hit me, I'm gonna make it look for me!"

Definitions

Interior Decorator—A man who does things to your house that he wouldn't think of doing to his own.

Judge—A referee between two lawyers.

Justice—A decision in your favor.

Knitting—An exercise that gives women something to think about while they are talking.

Land Baron—A ground hog.

A Bad Case

The woman told her physician: "Doctor, I feel like a dog!"

"How long have you been feeling this way?" asked the doc.

"A long time," she replied, "ever since I was a puppy!"

A Matter of Opinion

The sideshow was advertising a dwarf five feet tall. "I don't see nothing so wonderful about a 5-foot dwarf!" said the farmer.

"You mean you don't want to tell your friends you saw the world's tallest dwarf?" asked the carnival barker.

The farmer thought a moment, then said: "Yep, you got something there . . . gimme a ticket!"

Tall Tale

Papa Polar Bear, Mama Polar Bear and Baby Polar Bear were sitting on an ice floe.

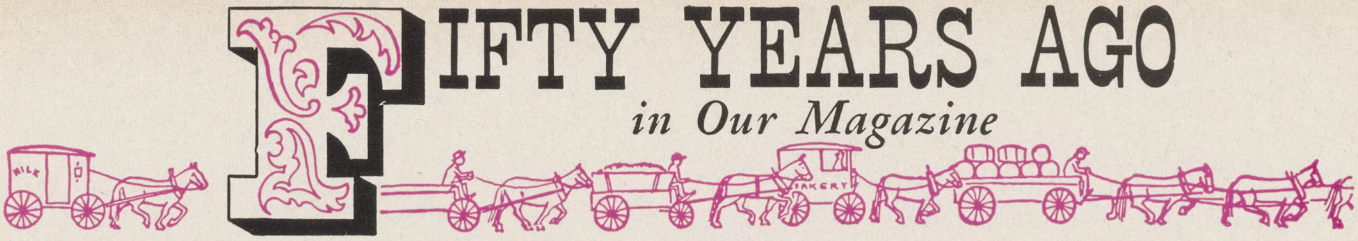
"I have a tale to tell," Papa Bear said.

"I have a tale to tell too," Mama Bear said.

"My tale is told," said Baby Bear.

Dumb Bunny

A pet store messenger was called in by the boss to take special care and deliver a white rabbit to a local magician. The store owner gave the messenger the address on a small slip of paper. Halfway enroute, the messenger saw his long-eared passenger begin to struggle free of a makeshift cage and take off through the rush hour traffic. The messenger gave chase, but the pursuit seemed futile until he used his head. Cupping his hands to his mouth, he called to the rabbit: "Come back you fool. You'll never find your way. I've got the address in my pocket."



FIFTY YEARS AGO
in Our Magazine

Vol. XVIII *(From the June, 1921, issue of the TEAMSTER)* **Number 6**

'Merits' of Open Shop Are Doubtful At Best

The leaders of the now infamous "open shop" campaign are trying to influence the public into thinking that they are interested in the welfare of the worker. They say that they are trying to put an end to the "abuses" of the "closed shop."

We in the labor movement are well aware of the fact that the "closed shop" is at best an imperfect solution to the real problem of "free riders" who stand by and enjoy the fruits of union membership without any of the concomitant responsibility of the brotherhood. We are of the opinion that there is an equal amount of imperfection in the corporate structure of the businesses with which we deal. The solution to dealing with this imperfection is not to eliminate the corporate structure altogether—just as we do not feel that the elimination of the "closed shop" will benefit anyone save the employers who seek to take unfair advantage of their workers.

The best example of how the "open shop" works is illustrated by the experience of workers in most of the large steel mills. According to objective surveys, most of the workers in this industry work twelve hours every day, seven days every week. Three-fourths of them do not get a wage adequate for the minimum standards of human comforts. This is hardly any semblance of freedom for non-union men.

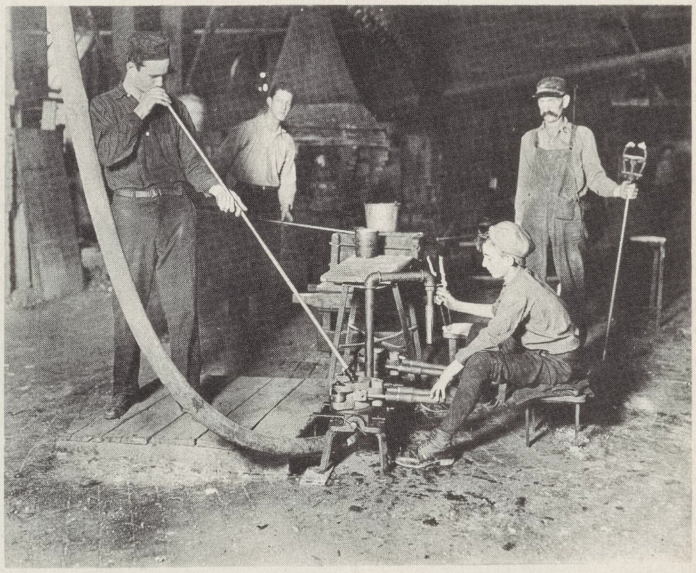
Another good example of the "benefits" of the "open shop" exists in the coal mines of Alabama. Here a man and his family live behind a walled stockade. Each time a member of the miner's family needs to leave the reservation, they must first secure a pass.

In West Virginia, the "open shop" means that a man must sign a lease giving the company the right to come into his home at any time and throw out any guests who might be union organizers. It means that he must be "protected from union organizers" by armed watchmen.

If this is the kind of freedom which the "open shoppers" are attempting to preserve—we say "don't bother."

Our critics say that this is the worst of the "open shop" problem. Well, what about the best?

At best the "open shop" means that an employer—who has no other exposure to a worker save the relationship in the shop—is free to bargain with individual workers to suit his own whim and fancy. The employer is free to organize with other employers, to set low wage rates, disregard the working conditions and plot against the best interests of the workers.



Leaders of the "open shop" campaign are offering workers the right to revert back to the days of the "sweat shop," the twelve hour day and child labor. They claim that they are interested in the "welfare" of the worker yet no logic in the world could justify the existence of scenes such as this which existed before the "closed shop" came into being.

Help Yourself Buy Union!

Practically every union member will dig deep into his pockets to help a brother on strike. He will always be willing to go into his wallet for a few bucks in time of financial disaster for a brother. But, without even thinking, most union men also give willingly to the destruction of organized labor by making a non-union purchase.

Union men as a body spend no less than $1.5 million every year in non-union goods and services. For the one dollar per month union dues that the member spends, he takes great pride. Yet, unconsciously, the union member is working against himself when he buys scab products which are working to cut the ground right out from under him.

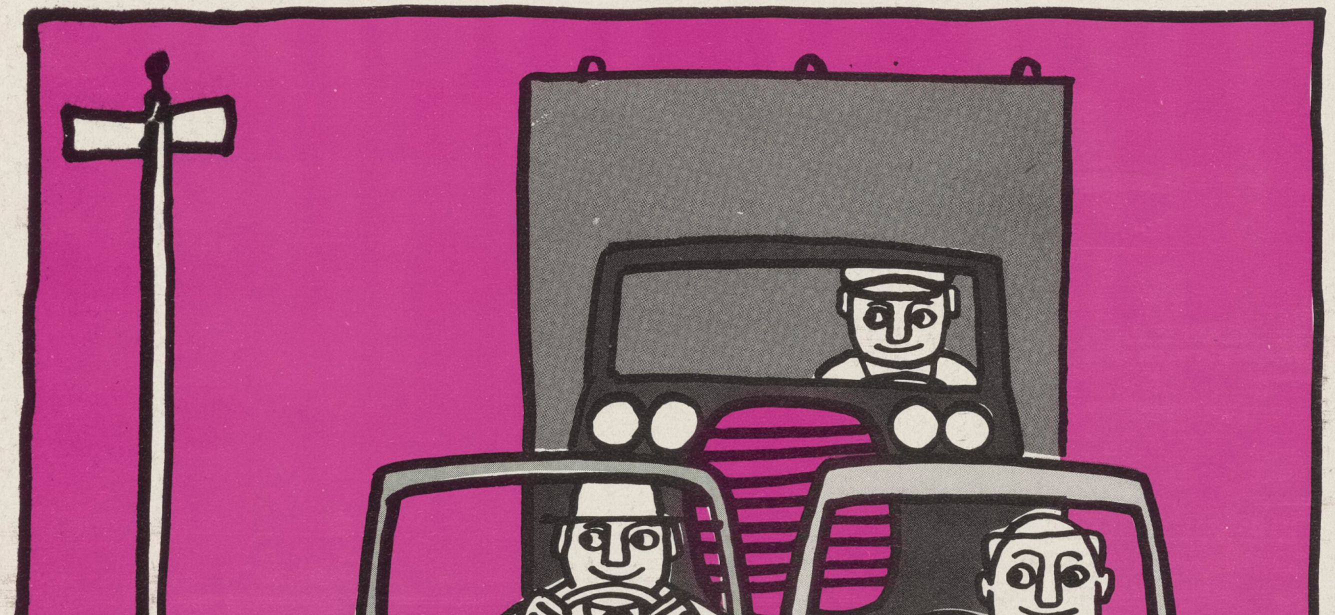
The union label is the symbol of efficiency, of a square deal, of the life of the nation. It appeals to the potency of the purchasing power of the toilers, toward the elimination of the sweatshops, of child labor, of prison contract labor and underpaid labor in general.

Prosperity Unrelated To Campaign Promises

We have been noticing a sudden upswing in the economy since the new administration took office. We are certain that the two are not related but it is an unusual coincidence.

Now we ask, what about all those wonderful campaign promises we heard during the campaign. The unsettled conditions of the world today are worse than ever before in history and it is simply due to the fact that our country, while participating in the war, is refusing, after the war, to settle questions that brought about the war. As we have so often stated, until we help settle the conditions in Europe, there is no chance for anything like industrial prosperity in our country.

SCHOOL'S OUT



DRIVE WITH CARE

THE INTERNATIONAL

Teamster

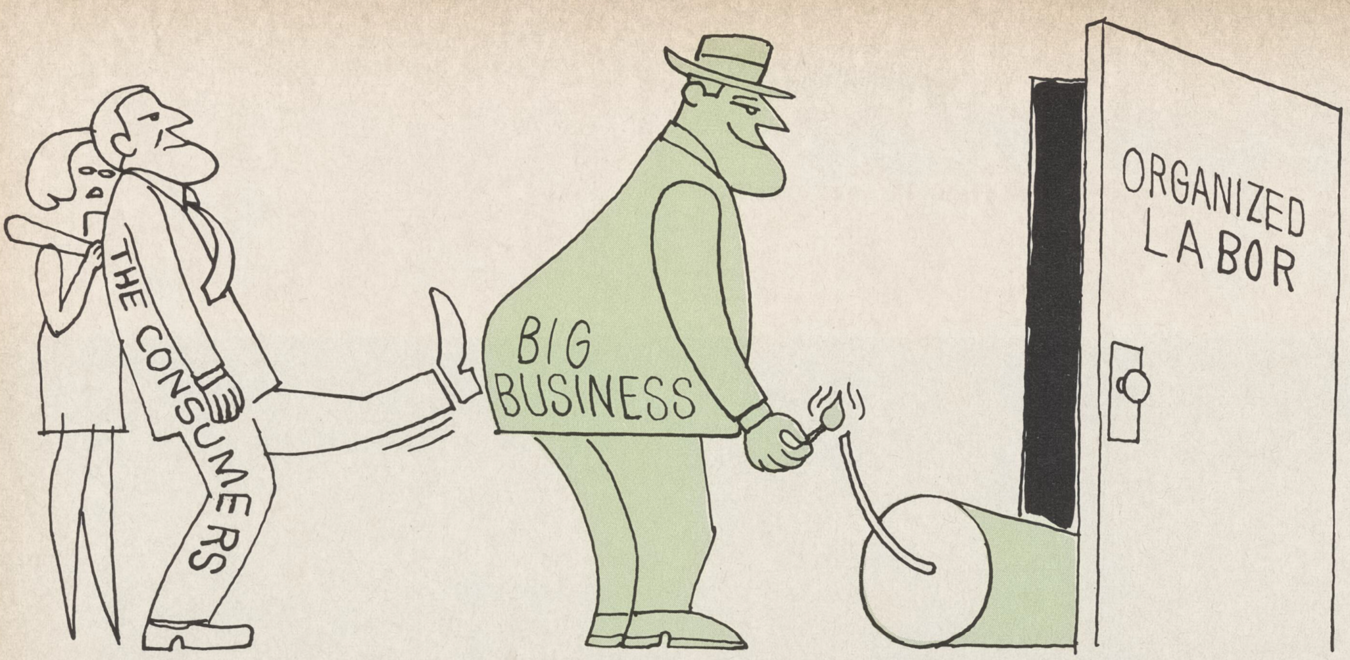
DEDICATED TO SERVICE

JULY 1971

CONVENTION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JULY 5th 1971 — MIAMI BEACH, FLORIDA



LABOR'S PLACE IN HISTORY

FOR the past nine years, a certain shadowy elite of American big business has been doing its utmost to peddle the myth that organized labor is an economic monopoly that should be blunted or destroyed.

The campaign began in earnest following a series of meetings of the National Association of Manufacturers' Center for the Study of Union Monopoly Power. The initial meeting was held secretly in November, 1961.

Subsequent meetings also were held in secret as 21 leaders of a long-standing crusade—inspired and encouraged for many years by the NAM—sought to give anti-unionism a new look. *The International Teamster* laid bare the details of the ugly campaign in a series of articles published in October, November and December of 1962.

In recent years, however, the NAM time-table has gone off the track because of unexpected developments. Increased militancy of consumers and increased public awareness of industry's pollution guilt have placed the corporate giants on the defensive in an area unrelated to collective bargaining. Big business is reeling daily under the shock of new attacks upon it.

One of the latest—which, incidentally, brings sharply into focus the real location of economic power in the United States—is the publication of a book titled, "America, Inc.," written by Morton Mintz and Jerry S. Cohen.

Appropriately, the introduction to what one reviewer called "this relentless book," was written by the boogyman of big business, Ralph Nader, who declared:

"The management of power in a complex society is built around institutions. In our country, the most enduring, coordinated and generic power is the corporate institution . . . Historically, many of our country's struggles have been challenges of the corporate power to define the area of its accountability.

"This was true," continued Nader, "of the Populist and Progressive movements as well as the challenges of organized labor and the regulatory state of the New Deal. Against these and lesser buffetings, the corporation with its peerless resiliency of bending now and consolidating later, prevailed only to increase its power . . .

"Corporate fraud and other economic crimes . . . escape the normative perception that would be applied, for example, to a pickpocket by most people. From educational to media systems, people are not afforded adequate opportunities to learn about and ethically evaluate price-fixing, adulterated citrus juices, hams and poultry, deliberately fragile bumpers, unperformed but billed-for services, suppression of life-giving innovations and many other crimes which bilk the consumer, in Senator Philip Hart's estimate, of some $200 billion yearly . . ."

Nader continued: "These depredations are part of a raging corporate radicalism which generates technological violence, undermines the integrity of government, breaks laws, blocks needed reforms and repudiates a quality-competitive system with substantial consumer sovereignty. If radicalism is defined as a force against basic value systems of a society, then the corporate state is the chief protagonist."

The central thesis of "America, Inc."—which is all for making the American system work rather than replacing it—is that the root of evil is concentrated, corporate economic power. The book relates in detail the corporate power in several industries and shows how it is translated into political power in the U.S.

The myth of "union monopoly power" looks mighty puny alongside the story in "America, Inc."

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THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

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Volume 68, No. 7 **July, 1971**

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The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The FIELD

Presidential Citation Given to Teamster

Sam A. Posante, a member of Teamster Local 407 in Cleveland, O., recently received a Presidential citation and numerous other commendations for his action at an accident scene in which he helped others at great personal risk.

President Nixon's citation addressed to Posante read: "An account of your heroic actions in rescuing seven persons from burning vehicles came to my attention recently. I understand that you stopped along the highway at the scene of an accident and that, at great personal risk, you pulled seven injured people from the flames of the wreckage. Your generous concern for others deserves the appreciation of all our fellow Americans . . . "

The accident occurred near King of Prussia, Pa., as a truck collided with the rear of a station wagon containing 10 people.

Posante, a driver for Associated Transport, Inc., came along the highway moments later and performed his heroic action.

Indiana Local Union Votes Hospital Aid

Members of Teamster Local 142 in Gary, Ind., recently approved making a contribution from the union's treasury to St. Anthony Hospital at Crown Point, Ind.

The sum was $10,000—the same amount which the local union voted for the Munster Community Hospital two years ago.

Cincinnati Driver Honored for Heroism

Larry Sackett, a member of Teamster Local 103 in Cincinnati, O., recently was honored by the local union for his heroism in preventing a serious disaster at the Gulf Oil Bulk Terminal at Hooven, O.

A gasoline tank caught fire while being loaded and Sackett, disregarding his own safety, ascended the loading rack and extinguished the fire and then removed the equipment to a clear area.

Drivers Commended For Accident Aid

Two members of Teamster Local 170 in Framingham, Mass., recently were commended by the Pennsylvania state police and the Branch Motor Express Co.,—their employer—for help in connection with an accident near Mount Pocono, Pa.

Clement Dufresne and John Betts were commended for assisting officers at the wreck scene by directing traffic and also helping to give first aid.

Cleveland Local Loses Secretary-Treasurer

Joseph Weissman, a long-time officer of Teamster Local 184 in Cleveland, O., died recently.

Weissman had been a member of the union's executive board more than 30 years and was secretary-treasurer at his death.

A native of Argentina, he moved to Cleveland as a child and worked for a dry cleaning company before becoming a local union officer.

Minnesota Officer Named to Amicus

Jack J. Jorgensen, president of Minnesota Joint Council 32, recently was named to the board of directors of Amicus, an organization devoted to helping newly released inmates of the state prison at Stillwater, Minn.

Amicus has some 400 one-to-one relationships functioning with volunteers matched as friends of not only former prisoners but inmates in the prison.

Cannery Veteran Retires in West

I. G. Ficarotta, who helped organize cannery workers into Teamster Local 679 of San Jose, Calif., in 1937, retired recently.

Ficarotta served as a full-time worker for the union for the past 31 years and helped to form an initial industrywide contract with the frozen food industry.

He also was recording secretary of the California State Council of Cannery Workers.

Virginia Local Union Loses Long-Time Officer

Worth B. Heath, trustee and later recording secretary for Teamster Local 822 in Norfolk, Va., died recently an hour after taking part in a meeting of the union's executive board.

Heath had served in office for 34 years. He was employed by Birtcherd Dairy as a salesman and clerk for 43 years.

Message of the General President

Answering the Question

THE question first put to me by the nation's press following my elevation to General President of the International Brotherhood of Teamsters was: "What changes do you intend to make in the Teamsters?"

I suppose it was a logical question, although I could not help but think how the press and the public so often confuse the Teamsters with other organizations.

It is logical to expect that changes will be made when a new president of an organization takes over. It happens in our federal government, it happens in business organizations, and it happens in fraternal organizations.

But, the simple fact is that the Teamsters is an organization of working men and women, joined together in collective action in the area of wages, hours and conditions. The Union does not seek to make a profit, does not sell stock in the open market and does not merchandise its wares as other organizations do.

So, as I thought about this question, I had to answer that there will be no changes. The International Brotherhood of Teamsters will continue to represent working men and women for wages, hours and conditions. Also, because our members are parents, taxpayers, members of their communities, property owners and voters, we have an obligation to expand our representation in those areas.

That has been our purpose from the beginning, and it is our purpose today.

As you all know, I will seek reelection as General President of the International Brotherhood of Teamsters at the Union's 20th Convention which convenes July 5th in Miami Beach, Florida.

If it be the will of the delegates to that convention, elected by the membership and in accordance with the International Constitution, that I be honored to that high position again, I intend never to deviate from our basic purpose.

To say there will be no changes at all would be a dangerous statement to make. I think of the tractor-trailer rig I drove over the road while a rank-and-file member, and know that many refinements have been made in equipment now on the road. But, these refinements only serve to implement the basic purpose of better delivery of the nation's goods.

If refinements are necessary in our organization to deliver for the membership, then refinements will be made. Such refinements will be made in consultation with the General Executive Board, members of which also will be elected at the upcoming convention.

If we find that the benefits from our many, many fine Teamster contracts are eroded by influences outside the bargaining table, then we will speak out on these areas of neglect, and we will mobilize the power of the 2-million membership to correct such erosions.

This was the position of the first Teamster president, Cornelius Shea, of the late Dan Tobin, of Dave Beck and certainly it was the position of Jimmy Hoffa, It is my position now, and will be my position as General President after the convention—or in whatever capacity I am called upon to serve.

Frank E Fitzsimmons

At Miami Beach

Fitzsimmons Becomes General President Of the World's Largest Union

The IBT General Executive Board witnesses Frank E. Fitzsimmons taking the oath of office as General President.

FRANK E. FITZSIMMONS was sworn in as General President of the International Brotherhood of Teamsters June 21, 1971, at a special meeting of the IBT General Executive Board.

The action was taken under the International Union constitution upon the receipt and acceptance by the General Executive Board of the resignation of James R. Hoffa as General President.

Thus, Fitzsimmons who as General Vice President of the more than two-million member union had directed the affairs of the IBT since March, 1967, will seek reelection as General President as an incumbent at the International Union's 20th Convention which convenes July 5, 1971, in Miami Beach, Florida.

Fitzsimmons early in June had announced his candidacy for General President at a press conference in Washington, D. C., where at the same time he told the press of Hoffa's decision not to seek reelection as IBT General President.

The Teamster General Executive Board members elevated Fitzsimmons to the General Presidency of the world's largest union at the special meeting in Miami Beach, Florida, where they were in attendance as members of the Constitution Committee preparing for the July convention.

At that convention, election of the

(Continued on page 6)

General President Frank Fitzsimmons receives the best wishes of President Nixon.

President Nixon Addresses Board, Constitution Committee

PRESIDENT Richard M. Nixon spent approximately 45 minutes with the International Brotherhood of Teamsters General Executive Board and members of the Convention Constitution Committee June 21, in Miami Beach, Florida.

The President was vacationing at Key Biscayne, Florida, and the IBT Board members were in session as members of the constitution committee at Miami Beach.

The President told the Teamster officials he came before them in accordance with his policy of keeping lines of communications open between the White House and organizations which represent different segments of American life.

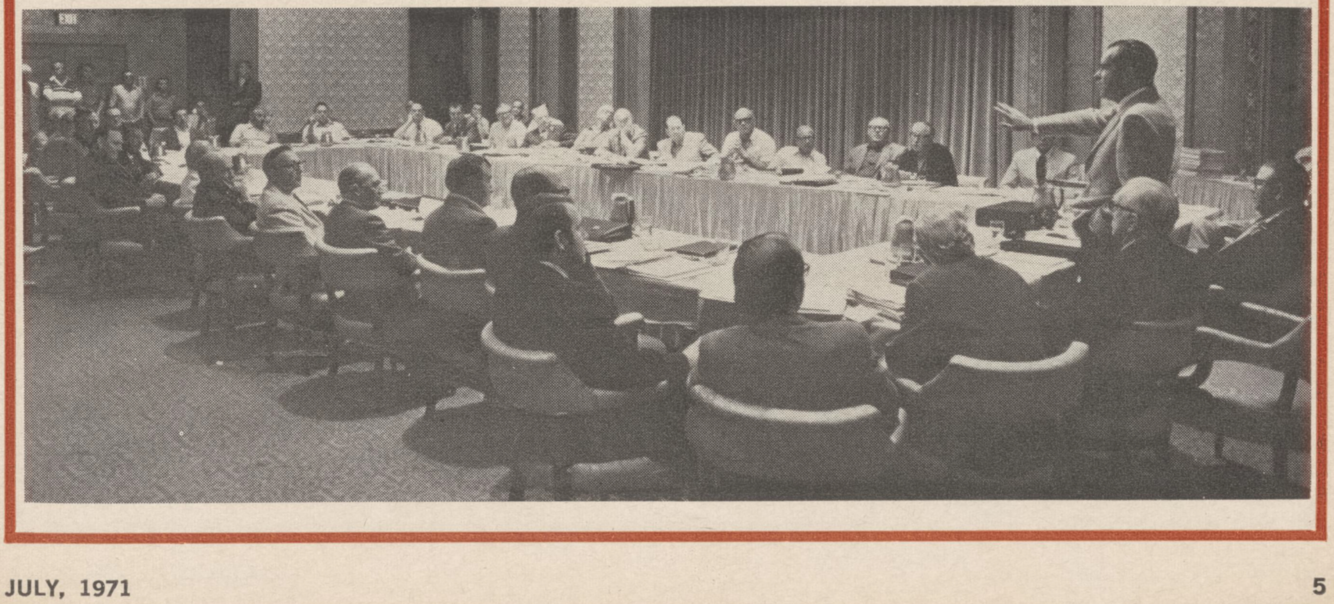
He noted that he has met with the AFL-CIO, with the Building Trades Unions, and with business groups. Further, the Chief Executive recounted previous meetings with Teamster General President Frank E. Fitzsimmons, and said: "The door to my office is always open to President Fitzsimmons, and that is the way it should be."

President Nixon said that although he and the Teamsters have not always agreed on legislative matters, on matters of national security, "I always know where the Teamsters stand."

The President declared that he welcomed support for his programs in areas where the Union is in agreement, and that he expects constructive criticism in areas of disagreement, and he said that this could only be accomplished through free communications between the White House and the Teamsters.

The President visited the Teamsters shortly after the IBT General Executive Board had sworn Fitzsimmons in as General President. President Nixon and Fitzsimmons met privately for a few moments before the meeting with the full committee.

President Nixon spoke briefly to the IBT General Executive Board and members of the 20th Convention's Constitution Committee meeting at Miami Beach.



(Continued from page 4)

members of the General Executive Board, election of three International Union trustees, and consideration of proposed changes to the union constitution will be the main business.

Approximately 2,400 delegates will be eligible to attend the convention which convenes at 10 a.m., July 5th at the Miami Beach convention center.

Besides the election of officers and proposed constitutional changes, the delegates will consider other business brought before the convention as provided for in the constitution.

The coming convention will be the biggest in the history of the International Union.

In 1966, there were 1,845 delegates and nearly 500 alternates at the 19th convention, along with some 3,600 guests. They represented slightly more than one and three-quarter million Teamster Union members.

With the IBT membership increased by more than a quarter of a million in the past five years, the total number of people attending the 20th convention is expected to easily top 7,000.

Eight committees appointed by General President Fitzsimmons have been busily engaged in convention preparations during recent weeks with Vice President Murray W. Miller of Dallas, Tex., again serving as "host" chairman of the 7-member Arrangements Committee.

The other committees are:

—1971 Constitution Committee: Co-chairmen, Fitzsimmons and Vice President Einar O. Mohn, director of the Western Conference of Teamsters, 31 members.

—Rules Committee: Vice President Miller, chairman, 21 members.

—Resolutions Committee: Co-chairmen, George Sebestyen and Jack Jorgensen, 20 members.

—Credentials Committee: Co-chairmen, IBT Trustee Roy Williams and James Geoghegan, 21 members.

—Officers' Report Committee: Co-chairmen, Vice Presidents Joseph J. Diviny and Ray Schoessling, 19 members.

—Appeals and Grievances Committee: Co-chairmen, Lester S. Connell and Harold O'Brien, 16 members.

—Sergeants-at-Arms: Co-chairmen, M. E. Anderson and James Clift.

Headquarters hotel for the International Union and staff members will be the Playboy Plaza.

Hoffa Endorses Fitzsimmons for General President

James R. Hoffa's communication to the IBT General Executive Board sitting in session at Washington, D.C., last June 3rd, was delivered by his son, James P. Hoffa. Following is the complete text:

"My friends, I have given serious thought to the convention to be held in Miami Beach, Fla. Election of officers and changes in the laws of this great International are the most important consideration of the delegates for the next five years. I know the man who holds the office of President must be willing and able to give all of his time to the duties of the every-day operation.

"I have held this position since 1957, the last four years have been under the operations of my friend, Frank Fitzsimmons. As the General President of the International Union, I have enjoyed working with all of my friends on the General Executive Board for all of these years.

"I feel that because of my present legal problems, I should not be a candidate for office at the July, 1971, Convention since no one can say how my legal problems will finally be settled. I have 39 years of service in this organization, during which time I have watched and been part of its growth to what it is today.

"Gentlemen: This is to notify you that I will not be a candidate for office of General President in July because of my present legal difficulties. I hope and trust that you will endorse Frank Fitzsimmons as your next General President; he and I have been together for over thirty years. I know he can carry on the every-day activities of the International Union.

"I hope all my friends, as delegates, will support the position of the Executive Board in supporting Frank Fitzsimmons for General President, which, I believe, is in the interest of all of the members and their families of this great International Union.

"I know many thousands of members of this Union have expressed their desire that I run for office, and I am very grateful for that expression, however, I feel that my expressed desire that you support Frank Fitzsimmons for General President is in your and their best interest for the future of all members and the International Union."

APPEALS AND GRIEVANCES COMMITTEE

Co-Chairmen

Lester S. Connell of Local 816, New York, N.Y.
Harold O'Brien of Local 734, Chicago, Ill.

Members

James Baker of Local 85, San Francisco, Calif.
R. C. Cook of Local 528, Atlanta, Ga.
Patsy Crapanzano of Local 27, New York, N.Y.
Howard G. Fortier of Local 974, Minneapolis, Minn.
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Harry Pretcher of Local 156, Philadelphia, Pa.

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Loren Robbins of Local 135, Indianapolis, Ind.

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Linen Strike Ends With Agreement

Nearly 400 members of Teamster Local 285 in Detroit, Mich., ended their 146-day strike of members of the Detroit Area Linen Suppliers Assn., recently with a new contract providing wage increases and other improvements.

Besides wage gains, there also were gains in health and welfare and pension contributions by the employers.

Vacation schedules were improved and extra pay was negotiated for Christmas Eve and New Year's Eve.

Local 285's position was undermined during the strike by financial help furnished the Detroit employer group by the linen supply industry and by allied local cleaning industries.

Soup Pact Wins Gains In West

Many gains were achieved in a new contract negotiated recently with Campbell Soup Co., by Teamster Local 228 of Sacramento, Calif.

The 2-year agreement provided for substantial wage increases and also adjusted inequities in some job classifications.

Arthur Rose, Local 228 secretary-treasurer, called it the best settlement ever negotiated with Campbell Soup.

● Canning

Drivers, warehousemen and plant workers employed by Burbank Canning Co., in Burbank, Calif., voted for representation by Teamster Local 208 of Los Angeles, Calif., in a recent National Labor Relations Board election.

James L. Easley, Local 208 administrator, said 25 employees were eligible to vote. The tally was 14 to 3 in favor of the union.

At peak season, the company employs 50 workers.

● Drivers Vote

Over-the-road drivers employed by Hanover Guest Quality Foods Corp., of Hanover, Pa., voted overwhelmingly for representation by Teamster Local 430 in a recent National Labor Relations Board election, according to Jay W. Zeigler, Local 430 secretary-treasurer.

Here's the negotiating committee that won large gains in a new contract reached with Arinc recently. The chairman was IBT Vice President Harold Gibbons (center), head of the Teamster Airline Division.

General Increase

Aeronautical Radio Pact Ratified by 560 Members

Substantial wage gains were won in a new contract negotiated recently with Aeronautical Radio, Inc., and ratified overwhelmingly by the 560 members involved.

The final 3-year settlement was reached under the leadership of IBT Vice President Harold Gibbons of St. Louis, Mo., chairman of the Teamster Airline Division.

Besides wage gains, the agreement also included a cost-of-living clause, improved vacation and holiday benefits, longevity pay, and a new health and welfare plan, plus long-term disability benefits.

The contract covers members in 13 Teamster local unions from coast to coast and in Honolulu and Puerto Rico, including:

Local 41 at Kansas City, Mo., Local 47 at Ft. Worth, Tex., Local 202 at New York City, Local 222 at Salt Lake City, Utah, Local 270 at New Orleans, La., Local 353 in Seattle, Wash., Local 426 in Baltimore, Md., Local 528 in Atlanta, Ga., Local 713 in Chicago, Ill., Local 769 in Miami, Fla., Local 901 in San Juan, P.R., Local 961 in Denver, Colo., and Local 2707 spread across Honolulu, Hawaii, Los Angeles and San Francisco, Calif.

IBT Pioneer Dies in Missouri

Daniel J. Murphy, a man who became a Teamster during the International Union's formative years and played a major role in its expansion for nearly a half century, died recently in St. Louis, Mo.

Murphy, who served as an IBT Vice President for 44 years until his retirement in 1957, was 87 years old at death.

The Teamsters Union was a relatively small organization when Murphy became a member and for a number of years he served as secretary-treasurer of Local 709, a furniture moving local, which many years later merged with Local 688 in St. Louis.

Two Ballots Won by Va. Local

Teamster Local 592 of Richmond, Va., recently won representation ballots conducted by the National Labor Relations Board at two trucking companies.

A.E. Conyers, Sr., Local 592 secretary-treasurer, said the wins were scored at McLean Trucking Co., and Strong Motor Lines, Inc.

McLean's drivers and helpers voted in favor of the union by a 45 to 14 score. Strong's drivers and mechanics chose the union by a 6 to 2 count.

Taking part in dedication of a new family health care center in Rhode Island recently were (left to right): Alexander J. Hylek, Teamster Local 251 secretary-treasurer; Rhode Island Gov. Frank Licht; Dr. Jonas Salk; Thomas F. Policastro, president of the Rhode Island AFL-CIO, and Thomas Roberts, chief justice, Rhode Island Supreme Court.

In Rhode Island

Teamsters Help Pioneer New Family Health Center

Teamster Local 251 in East Providence, R.I., and the Rhode Island State AFL-CIO have jointly begun a new family health care program expected to benefit at least 13,000 union members in the first year of operation.

Dr. Jonas Salk, discoverer of the Salk antipolio vaccine, was on hand for dedication of the new program, the Rhode Island Group Health Assn., and called it a "significant experiment."

He praised the Teamster-federation program for beginning the experiment "not only for the people of this state but for all who are interested in the problem of health, its maintenance, its restoration and even its enhancement."

The group practice pre-payment plan has already begun delivery of medical services to about 6,000 subscribers in 1,500 families and operates through the Our Lady of Fatima unit of St. Joseph's Hospital in Providence, R.I.

Supporters of the program hope eventually to enlarge it to the point that 50,000 subscribers can be accommodated.

Alexander J. Hylek, secretary-treasurer of Local 251, was among those on hand for the dedication ceremonies.

With Dr. Salk and Hylek at the ceremonies also were Rhode Island Gov. Frank Licht; Thomas Roberts, chief justice of the Rhode Island Supreme Court, and Thomas F. Policastro, president of the state federation.

Gov. Licht hailed the occasion as "a landmark in the history of health care in Rhode Island." He remarked that the new, labor-sponsored program represented the beginning of a form of health care that increasing numbers of professionals see as "the future direction of American medicine."

● Clerical Win

Office workers employed by R. C. Motor Lines, Inc., of Worcester, Mass., voted unanimously for representation by Teamster Local 170 in a recent National Labor Relations Board election, according to Victor J. Nuzzolilo, business agent for the local union.

Milwaukee Local Wins Decision

The National Labor Relations Board recently sustained the trial examiner's finding that D.H. Overmyer Co., Inc., refused to bargain with Teamster Local 200 of Milwaukee, Wis., as representative of the firm's warehousemen.

While the company admitted commission of independent violations of the law and the representative status of the union, it contended that the Board should not apply a bargaining order as a remedy due to unusual circumstances in the case.

Both the examiner and the Board disagreed, however, and ordered Overmyer to cease the unlawful conduct and bargain with the union upon request.

● In Kentucky

A majority of employees of the Pittsburgh Testing Laboratory in Louisville, Ky., voted for representation by Teamster Local 89 in a recent National Labor Relations Board election.

Marion Winstead, Local 89 secretary-treasurer, said 29 testers and inspectors were eligible to ballot, many of them mailing in their votes from Pennsylvania, Tennessee, Maryland, Ohio and Iowa.

● Hawaii Win

Truck drivers and warehousemen employed by Gaspro, Inc., a gas and oxygen products firm in Hilo and Kona, Hawaii, voted overwhelmingly for representation by Teamster Local 996 of Honolulu in a recent National Labor Relations Board election, according to Arthur A. Rutledge, president of Local 996.

Sanford Ink Workers Go Teamster

Employees at Sanford Ink Co., in Bellwood, Ill., a suburb of Chicago, voted overwhelmingly for representation by Teamster Local 743 in a recent election.

Don Peters, president of Local 743, said the 150 Sanford workers selected a 10-member committee to assist in negotiating their first Teamster contract.

Florida Retiree Writes

Dear Bro. Fitzsimmons:

I would like to express my appreciation to the Teamsters Union and especially to Don Gillette of Local 769. Through the Teamsters, I am very grateful that I now receive a pension check every month and can enjoy my retirement. I was a member of Local 769 in Miami and was employed with Aerodex, Inc. I wish you and all the Teamster officers continued success in your never-ending struggle to better the working conditions of all members. My prayers will always be with you.

Fraternally yours,
Manuel Morales,
Miami, Fla.

● In Maryland

Office workers employed by Branch Motor Express Co., Inc., in Baltimore, Md., voted for representation by Teamster Local 557 in a recent National Labor Relations Board election.

Joseph Zappacosta, Local 557 organizer, said 16 office workers were eligible to ballot. The vote was 14 to 2 in favor of the union.

● In California

A majority of employees of Crawford Chevrolet, Inc., in Ventura, Calif., voted for representation by Teamster Local 186 of Santa Barbara, Calif., in a recent National Labor Relations Board election.

Martin Fry, Local 186 vice president, said the bargaining unit includes auto mechanics, warehousemen, servicemen and clerks.

● Atlanta Win

Employees of the Atlanta, Ga. division of Kroger Co., voted overwhelmingly for representation by Teamster Local 528 in a recent National Labor Relations Board election.

Joe A Vaske, Local 528 secretary-treasurer, said 10 shipping and receiving clerks, produce inspectors and dispatchers were eligible to ballot. The vote was 8 to 1 in favor of the union.

ATA Report

Intercity Freight Tonnage Decreases 2.1% During 1970

Tonnage of intercity freight transported by truck during 1970 decreased 2.1 per cent from the previous year, according to an analysis by American Trucking Assns., Inc.

ATA attributed the drop to the "effect of inflation and recession coupled with the prolonged labor problems during the second quarter of 1970."

Tonnage increased 1.3 per cent in the first quarter of last year but showed drops in each succeeding quarter.

Full-year 1970 findings were based on the operations of 2,252 major intercity common and contract motor carriers of property.

Altogether, the carriers transported 596,100,661 tons of intercity freight in 1970 compared with 608,695,923 tons in 1969.

Tonnage gains were reported in only three of the nine geographical regions designated by the Interstate Commerce Commission.

The largest gain was 3.2 per cent in the Southern region. New England reported an increase of 2.7 per cent. The Rocky Mountain region had a small gain of 0.4 per cent.

Common carriers accounted for 91.1 per cent of all intercity freight tonnage hauled—a drop of four-tenths of one per cent from the previous year. Contract carriers, meanwhile, increased their tonnage over 1969.

Following is the regional breakdown of intercity freight hauled by truck in 1970:

New England—158 carriers, 22,738,629 tons, a 2.7 per cent gain.

Middle Atlantic—540 carriers, 132,405,766 tons, a 0.4 per cent decrease.

Central—500 carriers, 142,589,227 tons, a 6.5 per cent drop.

Southern—350 carriers, 108,566,803 tons, a 3.2 per cent gain.

Northwestern—101 carriers, 38,274,822 tons, a 5.5 per cent decrease.

Midwestern—157 carriers, 35,082,656 tons, a 1.0 per cent drop.

Southwestern—153 carriers, 47,310,070 tons, a 2.0 per cent decrease.

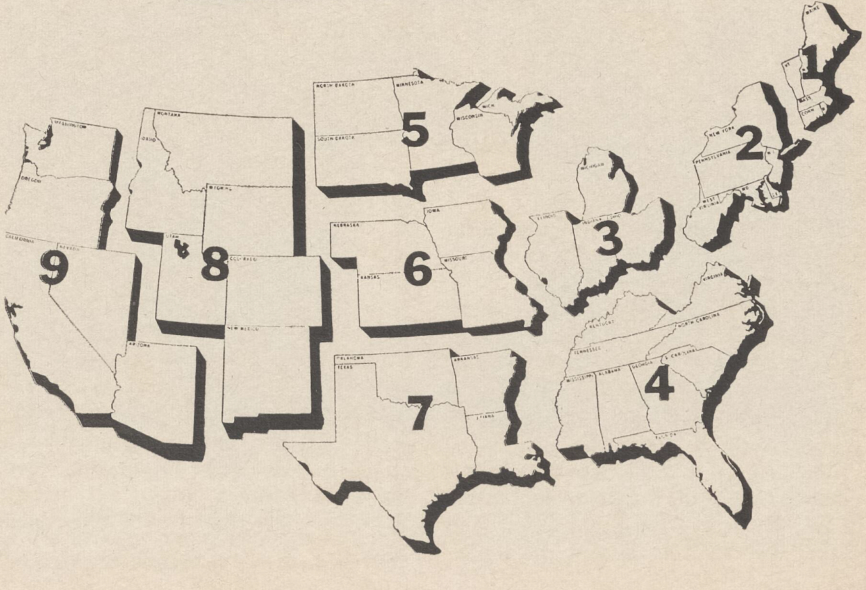
Rocky Mountain—69 carriers, 16,363,091 tons, a 0.4 per cent gain.

Pacific — 224 carriers, 52,769,597 tons, a 4.9 per cent decrease.

GEOGRAPHICAL REGIONS

as designated by the

INTERSTATE COMMERCE COMMISSION



Teamsters Planted Seed

Pro Football Players Score NLRB Victory, Plan Attack

Several years ago when Teamster organizers attempted to sign up professional football players, there was a big hullaballoo of reaction in the sports pages across America.

Sports columnists almost unanimously were aghast to think that pro gridders would ever consider unionism. It just wasn't done, they said, because the big-timers were above that sort of thing.

But the seed was planted. Eventually the pros awakened. They formed the National Football Players Assn. (NFPA).

After a couple of years' activity, and having scored a "touchdown" in a long, bitter dispute with the football club owners, the NFPA now is perfecting a trick play in case it's needed to bring a final victory.

The NFPA tallied its points when the National Labor Relations Board regional office in Minneapolis issued an unfair labor practices complaint against club owners and told them they are obligated to sign an agreement reached in February, 1970, and perfected in the months since.

This is what happened:

After settling some issues in February last year, the parties were to negotiate further. Talks stalled. The football players struck in July, delaying pre-season training. An agreement calling for increased owners' contributions to the players' pension-benefits fund ended the strike barely in time for last year's exhibition season to begin.

But again there was no final settlement. Other issues were to be ironed out in talks after the season ended. Following talks early this year, it was reported the parties reached a final agreement on pensions, training camp pay and disability payments for players who are injured.

But, lo and behold, the agreement submitted to an owners meeting in March came back to the union signed, but with changes made unilaterally running through 15 pages. The NFPA then took their case to the NLRB.

The ranks of the employers reportedly are split between supporters of a "hard line" to the union and those who want to accept the agreement. If the owners refuse to sign it in the original form, they can fight the case out through an NLRB examiner's hearing and a full Board review.

Ed Garvey, counsel for the NFPA, said, "The owners can muddy the waters if they want to but the plain fact is that both sides submitted their stories to the NLRB and its office in Minneapolis has decided we are right."

"I think it is time for the owners to live up to their word, sign the agreement, stop thinking about labor disputes and start thinking about football."

But now comes the trick play. Garvey revealed that if the contract was not signed prior to an Association meeting in Chicago on June 26, the union will announce a plan for a selective strike" against this year's pro-football exhibition games.

The plan is to have the players go to pre-season training but withdraw from one or more of the exhibition games. There would be no warning as to which games would be wiped out. The players simply would not show, leaving the owners "holding the bag" for thousands of tickets sold. It either will be that, Garvey said, or a full-scale strike before training begins.

One thing seems sure, the NFPA undoubtedly will never again depend upon "handshakes" and "oral agreements" as a settlement of disputes.

● Certification

Teamster Local 223 of Portland, Ore., has been certified by the National Labor Relations Board as bargaining representative for all drivers and clerical workers employed by Baza'r, Inc., of Portland, Ore.

Your 'Bill of Rights' Under Job Safety Act

The Occupational Safety and Health Act of 1970, which covers an estimated 57 million wage earners, spells out at least 16 "rights" for American workers.

These "rights" are:

1. **The right to have dangerous substances identified by labelling or posting in the workplace.**
2. **The right to have safety and health inspections made on the job.**
3. **The right to accompany inspectors when they inspect your job.**
4. **The right to have copies of inspection reports and complaints.**
5. **The right to have records made and kept of your exposure to dangerous substances.**
6. **The right of access to records of your exposure to dangerous substances.**
7. **The right to have HEW monitor dangerous substances on your job.**
8. **The right to have violations found by HEW inspectors posted in the plant.**
9. **The right to have public transcripts made of advisory committee meetings.**
10. **The right to have extremely accurate records made of injuries and job-related diseases.**
11. **The right to have the HEW secretary set exposure levels for dangerous substances so that no worker suffers impaired health or diminished life expectancy.**
12. **The right to see published an annual list of toxic substances with safe exposure criteria.**
13. **The right to see published annually studies of the long-term effect of low-level exposures to industrial materials.**
14. **The right to be protected in all rights under this law.**
15. **The right to sue the federal government for an imminent danger cause.**
16. **The right to know the health and safety gap each year.**

Wants Cake

Trucking Spokesman Discounts Transport Labor Disputes Bill

An officer of American Trucking Assns., Inc., said recently that the Nixon Administration's transport labor disputes bill is inadequate to solve the industry's problems.

Addressing the National Tank Truck Carriers Conference in San Francisco, ~~Calif.,~~ Harold H. Brodeur, director of industrial relations for ATA, said of the measure proposed by President Nixon:

"If anyone thinks this bill will solve all the problems of the transportation industry, he should take a closer look."

Brodeur's complaint basically reflected a desire for ATA to have its cake and be able to eat it too. He said that while the White House should have a variety of options, including "doing nothing," it was also necessary to have some form of compulsory arbitration.

Brodeur said ATA would accept "final offer selection," but asserted that the partial operations provision was insensitive to the industry and therefore unacceptable.

President Nixon's proposal, first brought forth in January, 1970, provided for amendment to the Taft-Hartley Act giving the President additional remedies to resolve labor-management disputes in the transportation industry.

Among the remedies would be an extension of the 80-day injunction period, final offer selection by a panel appointed by the President, and partial operation of transportation facilities in the event of a work stoppage.

Brodeur also found fault with the 80-day cooling off extension which he said should be made optional, adding, "When bargaining has clearly failed in a given dispute, let's get on to some other means of effecting a solution."

N.C. Local Distributes Scholarships

Two college scholarships valued at $2,000 each were awarded by Teamster Local 391 of Greensboro, N.C., to children of members recently.

R. V. Durham, Local 391 president, said the grants were made to Jimmie B. Apple, son of J. B. Apple, and Rebecca A. Waddell, daughter of James B. Waddell.

Wage Controls Alien to Bargaining

Labor Secretary James D. Hodgson recently reaffirmed the Nixon Administration's opposition to any formal wage controls.

"One fact often unappreciated by protagonists of fixed wage controls," said Hodgson, "is how alien they are to free bargaining. If a nation's policy, statutory structure and operating tradition are geared to collective bargaining, controls become a wrench in its gears."

Hodgson added: "It is time the nation clearly recognizes the trade-offs involved here. When we open the door to wage controls, real collective bargaining flies out the window."

● Skilled Jobs

About one-third of all skilled job openings which will occur during the 1970's will be for construction craftsmen, according to Labor Department predictions.

Chicago Award

IBT Vice President Ray Schoessling (center) is shown receiving the Chicago Building Congress Merit Award honoring McCormick Place. Schoessling is chairman of the board of the Metropolitan Fair and Exposition Authority which operates McCormick Place. With Schoessling are Thomas J. Nayder (left), president of the Chicago Building Trades Council, and Thomas Edward Cooke, president of the Building Congress.

The Winnahs

The Philadelphia Phillies and the Washington Senators may be bringing up the rear in their own baseball leagues but they are now tops among working people.

Both teams will be wearing caps with the union label. Cap Makers Local 6, Philadelphia, has signed its first agreement with the United Manufacturing Co. which includes the right to use the union label.

During May

U.S. Unemployment Rises To 6.2% of Work Force

Unemployment in the United States increased to 6.2 per cent of the work force during the month of May to equal a nine-year high, according to the Department of Labor.

Some alarming statistics were revealed in the monthly report:

—The unemployment rate for full-time workers jumped to 5.8 per cent from a mark of 5.5 per cent in April.

—The jobless rate for all men went up from 4.4 per cent in April to 4.5 per cent in May.

—The number of long-term unemployed for 27 weeks or more climbed substantially.

—Nearly a million teenagers were without jobs in May for an unemployment rate of 17.3 per cent.

April's percentage of joblessness was 6.1 per cent.

In May, said the Labor Department, unemployment increased especially for construction workers, sales workers and young women.

4.4 Million Jobless

The actual number of Americans without work in May was 4.4 million, a drop of 300,000 from the previous month, but a seasonal adjustment reflected an overall decline in jobless percentage.

Total employment in May was 78,700,000—an increase of a half-million over the previous month—less than it should have been on a seasonal basis.

The jobless rate for women 20 to 24 years old continued its sharp climb of recent months, going from 10.3 per cent in April to 11.5 per cent in May. It was the biggest jump in this category in more than a decade.

"The average duration of joblessness lengthened in May," said the Labor Department, "primarily reflecting a sizeable increase in very long-term unemployment. The number of persons unemployed 27 or more weeks rose by 150,000 over the month to 580,000." Seasonally adjusted, it was the highest level in this category since May, 1963.

The average length of unemployment for all those without jobs increased from 10.9 weeks to 11.5 weeks.

Meanwhile, the number of people working part-time because they are unable to find full time jobs totaled 2.5 million, about the same as in April and matching last December's 8-year high.

May's figures also reflected the fact that the average work week for all non-farm payroll employees remained unchanged at 37 hours for the third straight month. The report noted: "The average work week has remained on a virtual plateau since the fall of 1970."

The average work week in manufacturing moved up slightly to 39.9 hours.

Iowa Retiree Pens Note To Fitz

Dear Bro. Fitzsimmons:

I wish to thank you and all the officers of the Teamsters union who made it possible for me to receive all the benefits during my employment at Builders Material, Cedar Rapids, Ia., for 25 years. Now I am retired and I wish to again thank all who worked long and hard to make it possible for me to receive the very much appreciated pension checks each month. Especially I want to thank my Local 238 for the many benefits received all those years.

Fraternally yours,
Charles E. Keller,
Cedar Rapids, Ia.

Bitter Story

Average American Lost Race Against Inflation in 1970

Year by year during the past decade the average American has slowly increased his buying power despite a deadly struggle with inflation. Last year, for the first time since 1960, he lost that race.

The Bureau of the Census reports that the purchasing power of the typical American family reached $9,870 for a loss of $120 or 1.2 per cent over the year.

Beginning with 1960, median family income in constant dollars was $7,376, a gain of 2.2 per cent in buying power over the previous year. Slowly, but steadily, median income has gone up year by year with gains in buying power as high as 4.9 per cent in 1966 when median income hit $8,977.

During the next three years buying power continued upward, reaching a high of $9,990 in 1969 for a boost of 3.7 per cent in "real" earnings that year. In 1970, the cost of living soared by 5.5 per cent leaving a 1.2 per cent deficit in buying power.

One result of the loss of "real" earnings was a parallel report by the Bureau of the Census showing that the number of poor people in the nation increased last year for the first time in a decade. Sluggishness in the economy was described as the main cause for both the loss in buying power and the increase in the number of those below the "poverty line."

The drop in purchasing power was reflected in many other phases of the economy. Wage earners in the South still lagged about $2,000 a year as compared with Northern workers and those in the West and North Central regions.

The statistics further showed that of the 52,000,000 families in the U.S., 14 per cent earned $4,000 or less in 1970; 11.1 per cent earned from $4,000 to $6,000; 12.3 per cent from $6,000 to $8,000; and 13.6 per cent earned from $8,000 to $10,000. About 26.8 per cent earned between $10,000 and $15,000 while 28 per cent earned between $15,000 and $50,000. Only one-half of one per cent had incomes beyond $50,000.

Women and Negroes continued to find themselves in seriously lower wage categories from white men. Women, on the average, earned about 60 per cent of what men earned while Negroes earned about 65 per cent of their white counterparts' earnings.

Anti-Unionists Still Busy In Congress

The union-busters in Congress never fade away, it seems, but keep going on forever as evidenced by bills introduced by two Senators in recent weeks.

Sen. Barry Goldwater (R-Ariz.) placed a bill in the hopper which would greatly expand employers' rights of free speech with the effect of reversing many decisions by the National Labor Relations Board and the courts.

Sen. Wallace F. Bennett (R-Utah) introduced a bill to bar coalition bargaining by unions while, at the same time, prevent breaking up multi-employer bargaining units, along with other changes in the Taft-Hartley law.

Besides giving employers free "mouth" reign, Goldwater's bill also would make it possible for employers to refuse to furnish or make accessible any information to labor organizations, including the names and addresses of employees.

Bennett's proposal also would restrict the NLRB's authority to alter existing bargaining units.

Officer Dies

Henry G. Gross, secretary-treasurer of Teamster Local 653 in Brockton, Mass., for the past 27 years, died recently following a lengthy illness. Gross was elected to his office for nine consecutive 3-year terms and served prominently on several area and statewide Teamster committees through the years.

Pan-Am Seminar

Teamster shop stewards from Pan American Airway bases throughout the west were briefed in a one-day seminar recently regarding provisions of the Teamster contract covering 8,000 of the company's employees. Marvin Griswold, at the podium, instructed the stewards in procedures to follow in servicing the needs and grievances of the members. National Mediation Board regulations and labor law highlights also were explained to the stewards.

● In California

Drivers, helpers and warehousemen employed by Bidwell, Inc., a new furniture dealer in Sacramento, Calif., voted overwhelmingly for representation by Teamster Local 150 in a recent National Labor Relations Board election, according to John Fitzsimmonds, secretary-treasurer of the local union.

● Kansas Win

Truck drivers, warehousemen and shipping clerks employed by Double I Supply Co., Inc., of Kansas City, Kan. voted unanimously for representation by Teamster Local 541 in a recent National Labor Relations Board election, according to Aubrey Williamson, vice president of the local union.

Greene Honored

Norman Greene (center), recording secretary of Teamster Local 713 in Chicago, Ill., recently was given the first "Good Guy" award ever made by the Lawndale Scholarship Fund, Inc. Shown with Greene are Fr. Daniel J. Mallette and Warner S. Saunders, officers of the fund.

Inflation Fuel?

'Price Escalators' Utilized More By Manufacturers, Businessmen

"Price escalators" are gaining in popularity in industry and finance, prompting some economists to describe the trend as inflationary.

Price escalators work somewhat on the same principle as the cost-of-living wage escalators in agreements negotiated by unions, but with a difference.

Whereas cost-of-living clauses for workers are almost always tied to the government's Consumer Price Index, price escalators are written by businessmen into contracts among themselves to reflect all or part of any cost increases they may experience while fulfilling the contract.

In some cases, the adjustment by price escalator is made according to the movement of a particular government price index. Often, cost increases are just passed directly on to the customers.

Several industries have stepped up their use of the price escalator, particularly utilities, construction and machinery manufacturing.

Gas and electric utilities across the nation have hiked their use of fuel price escalators by simply passing the costs directly to the consumer with no delay.

Prices for raw materials increasingly are being tied to escalators, especially in iron ore and coal mining.

Banks, too, have begun using a form of price escalation more and more in the past two years. Most big banks now tie all sizable business loans to the prime rate. This means that the interest which a borrower pays on a loan fluctuates up and down with the prime rate. Even some personal loans now are tied to the prime rate.

Practice Spreads

Small business has begun to use the price escalation system, also. Apartment landlords, for example, have begun to demand leases that contain escalators to cover property tax increases—a practice previously common only in commercial real estate.

Curiously, economic experts are unable to say definitely how the economy is affected by price escalation but the money figure is believed to be well into billions of dollars.

Some economists, however, are definitely of the opinion that price escalation is inflationary because it *speeds* the spread of price increases throughout the economy.

Robert F. Lanzillotti, dean of the college of business administration at the University of Florida, was quoted by the *Wall Street Journal* as saying: "The effects of escalation are potentially explosive."

Lanzillotti, an expert in industrial pricing, says escalators help build a rigid pricing system that ensures that one price increase will set off another in a chain-reaction effect. He calls price escalators "an unfortunate development from the standpoint of economic stability."

Furthermore, according to Lanzillotti, price escalators dull a businessman's incentive to keep costs down in the first place.

Edwin H. Yeo, vice president of the Pittsburgh National Bank, said recently: "As people adjust their method of doing business to reflect expectations of rising prices, in a sense that ensures that we will get more price rises." He added, "It will change a structure that has inhibited price rises and will make it very responsive."

Other economists disagree, believing that putting escalators into long-term contracts can be better than building in inflationary expectations through higher fixed prices.

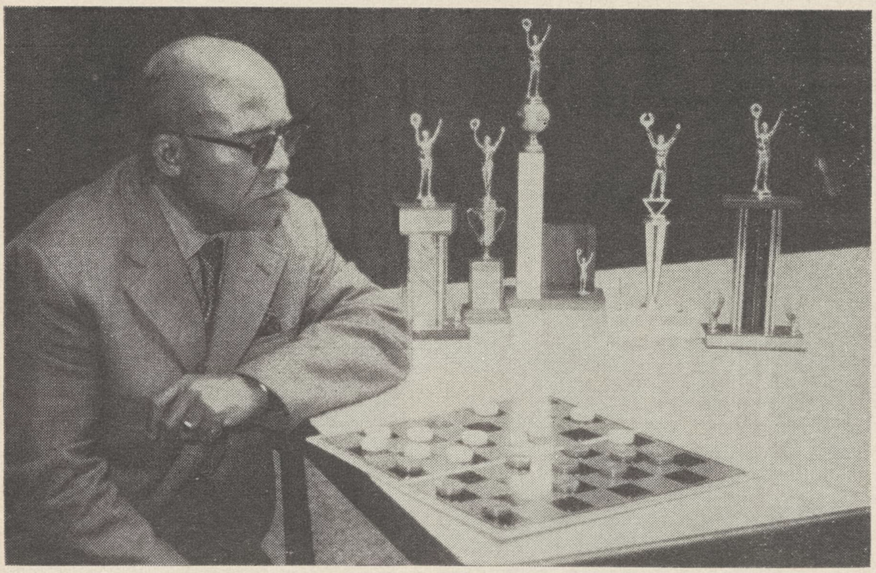
Businessmen, of course, complain that the high rate of inflation has left them helpless in a sense, that they are often unable to accurately make cost estimates and make price decisions responsibly over a long-range period. So they turn to price escalators.

Dairy Win Scored In W. Va.

Route salesmen and plant employees of The Leatherwood Co., a dairy products firm in Bluefield, W.Va., voted overwhelmingly for representation by Teamster Local 175 of Charleston, W. Va., in a recent National Labor Relations Board election.

McDonald Smith, Local 175 secretary-treasurer, said 62 workers were eligible to ballot. The vote was 39 to 16 for the union.

Checker Champ



Tom Tee Bell, a member of Teamster Local 728 in Atlanta, Ga., is shown with trophies he has won in checker championship play through the years. Bell, a job steward at Akers Motor Lines where he has worked 21 years, is currently preparing for the National Checker Championships to be played during July in Michigan. In 1966, Bell was 8th in the nation and won a playoff with the U.S. Champion, Carl Buster Smith. Bell also has won the Georgia title and several other crowns.

Food Prices To Go Up In Rest of '71

Interviews with those who produce, package, store, ship and sell the $92.8 billion of food that Americans are expected to buy this year anticipate a rising inflationary cost to shoppers in supermarkets.

Experts almost unanimously agree that retail food prices this year will top those of 1970 by more than the two per cent forecast by the Department of Agriculture earlier this year.

Some think the increase could match the 1970 rise of five per cent, according to the *Wall Street Journal*.

Increased market basket prices will come from higher costs in just about every aspect of producing and distributing food and from farmers' desires for a larger share of the profits.

Many of the increases will affect pork, chicken, eggs, fish, fruits and fresh and canned vegetables.

The predictions of higher market costs are significant because while overall consumer prices increased 5.4 and 5.9 per cent in 1969 and 1970 respectively, food prices jumped only 4.8 and 5 per cent in those two years.

But now the figures are reversing with rises in food prices outpacing the general cost-of-living in other categories. The March-to-April food price gain this year alone amounted to almost one per cent.

Some big increases on foods currently selling for bargain prices will come because of past over-production. An example is pork. A year ago, pork chops were selling at close to $1 a pound and farmers tried to cash in by raising more hogs. Pork prices then fell by about 25 per cent. But then, farmers began cutting hog production and now pork chops are rising again.

The same thing happened in the egg market with the result that the supply of layers has begun to shrink so that a price rise in eggs is likely.

Housewives irritated by high meat prices have turned to fish in recent months, but retail prices of tuna, salmon and other popular fish have risen by 10 per cent and more hikes are expected.

Canned vegetables are expected to go up because of increased costs in transportation.

Bad spring weather can be blamed for anticipated hikes in retail prices for fresh vegetables and fruits.

College Grants

Three children of members of Teamster Local 810 in New York City were awarded college scholarships worth $3,000 each by the local union recently. At the award presentation with their parents and Milton Silverman, president of Local 810, were the winning students (left to right): Alonzo McDowell and his son, Richard; Silverman; Lorraine Felegy; Michele Bistrowitz; Mrs. Jean Felegy, Leo Bistrowitz.

● Hawaii Win

Truck drivers and warehousemen employed by Shuman Lumber Co., of Hilo, Inc., in Hilo, Hawaii, voted unanimously for representation by Teamster Local 966 of Honolulu in a recent National Labor Relations Board election, according to Charles Cross, organizer for the local union.

Corporate Giant Shows Petty Side

How small and petty a multi-billion-dollar corporation can get was proven recently to the National Labor Relations Board considering an unfair labor practices charge filed in Louisville, Ky.

It was shown that during contract negotiations, the peevish employer—according to the Board ruling—"shut down its cafeteria at night and on weekends, removed a telephone used by union officials, unilaterally increased the price of cigarettes sold in vending machines, discontinued the furnishing of crackers free to employees and placed the crackers in vending machines at a price of five cents per package."

The company was one of America's oldest and wealthiest—E. I. duPont de Nemours & Co.

● Denver Win

Truck drivers employed by the American Steel & Iron Works, Inc., in Denver, Colo., voted unanimously for representation by Teamster Local 13 in a recent National Labor Relations Board election, according to George Harper, president of the local union.

Retiree

Madge R. Copeland, described by E. J. Cherryhomes, Teamster Local 577 secretary-treasurer, as "one of our most loyal members," retired recently as an employee of East Texas Motor Freight in Amarillo, Tex.

THE INTERNATIONAL Teamster
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DRIVE REPORT

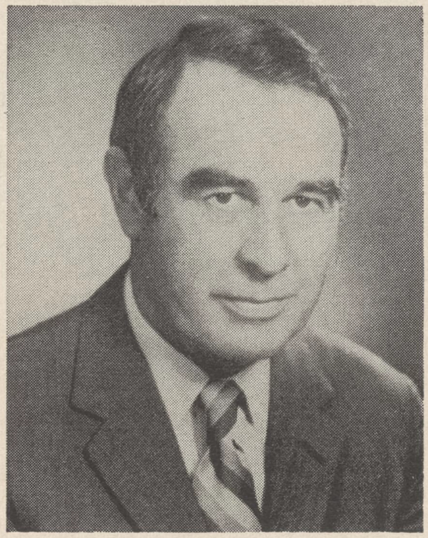
Labor Subcommittee Sets Heavy Schedule

Senator Harrison "Pete" Williams of New Jersey recently announced an ambitious schedule for the Labor Subcommittee of the Senate Labor and Public Welfare Committee. Between now and early fall, Senator Williams, Chairman of the full committee and Chairman of the Labor Subcommittee, expects to conclude hearings on minimum wage legislation; hold hearings on legislation affecting the Equal Employment Opportunity Commission, emergency labor disputes, private pension and welfare plans; and hold hearings dealing with the United Mine Worker investigation and job safety law administrative oversight.

The Senate Labor Subcommittee has already begun hearings for the consideration of Senator Williams' Fair Labor Standards Act amendments. The Senator's bill would create a minimum wage immediately after passage of $2.00 an hour for all people who were covered before 1966. The rate would increase to $2.25 an hour within one year of the effective date of the bill. People who were covered after 1966 (and this is primarily agricultural workers) would have their rate of pay increased to $1.70 an hour as of the effective date of the amendment; then to $2.00 an hour a year later; and to $2.25 an hour two years later.

Senator Williams' bill would eliminate those sections which provide an exemption from the overtime requirements of time and a half after forty hours in connection with employees in seasonal industries and the agricultural product processing industry, as well as employees engaged in the processing of sugar beets.

The section of the law which exempts over-the-road drivers from the overtime requirements, Section 13(b)1, would be left intact by Senator Williams' bill. However, Section 13(b)7, which provides an exemption for employees engaged in local transportation will be eliminated if Senator Williams' bill becomes a law.



Sen. Williams

Senator Williams' bill would eliminate the exemption on overtime requirements for retail or service establishment employees; amusement or recreational employees; manufacturing retailers' employees; some agricultural employees; telegraph message service employees; forestry and logging employees; hotel, motel, restaurant and nursing employees; and automotive, aircraft and farm implement salesmen.

Senator Williams has said that he expects the minimum-wage legislation hearings to be concluded during the summer and that a minimum-wage bill will be brought to the Senate floor early this fall.

Summer plans for the Senate Labor Subcommittee, Chairman Williams said, include hearings dealing with the various areas of concern over private pension and welfare funds.

No hearings have been held in the Senate yet. The hearings that are now planned will be investigatory in nature. The plan is to explore the various areas of concern at length. The basis for the hearings will be data which has been generated through a comprehensive survey conducted by the Senate Labor Subcommittee.

Even though Senator Jacob Javits of New York has introduced an omnibus pension bill, S. 2, which covers fiduciary responsibilities, vesting, funding, reinsurance and portability of credits, the hearings which are now scheduled will not consider any specific legislation.

When the investigatory hearings have been completed, some form of legislation is expected to be formulated by Senate Democrats. After such legislation has been introduced, it will be necessary to carry that legislation through the hearing process.

While it is not likely that a law relating to vesting, funding reinsurance or portability of credits will be passed during this calendar year, it is very likely that some form of legislation relating to the fiduciary responsibilities for officers of pension and welfare funds will emerge from the House, where it would probably be passed easily.

Hearings on pension legislation have been completed in the House General Labor Subcommittee. However, no executive session of the subcommittee is scheduled at this time. Any legislation must first come from the subcommittee, through the full Education and Labor Committee, and then go to the House Rules Committee before it can be presented to the House floor, where it can be voted on.

Bills relating to welfare and pension plans that have been introduced in the House range from Congressman John Dent's (D-Pa.) omnibus-type bill to Congressman John Dingell's (D-Mich.) bill which deals only with the portability of credits.

If a fiduciary responsibility bill is passed by the House, it will then go to the Senate and the probability is that this type of legislation will pass through the Senate hearing process very quickly and would have very little trouble passing on the Senate floor. And there is little doubt that such a bill would be signed into law by the President.

Three Proposals

Senator Williams has recently said that the Senate Labor Subcommittee will address itself to the problem of emergency strikes in the transportation industry. Three major pieces of legislation have been introduced on the subject; the Administration has introduced its legislation which is identical to the bill which was introduced on its behalf last year, and Senators Javits and Williams have also introduced bills on the same subject.

The issues surrounding emergency strike legislation are particularly fraught with political implications. The Administration is seeking to inject political overtones into its pursuit of this legislation.

Because of the seriousness of this subject matter, and because of the political implication, the Senate Democrats feel that it is absolutely necessary that these issues be considered. Senate Democrats do not want to be in a position of having the Republican Administration complain that the Democrats have refused the opportunity to at least explore the problem and some of the proposed solutions.

The first day of hearings on emergency strike legislation was set for June 15, when Secretary of Labor James D. Hodgson would testify before the Labor Subcommittee. Because of the Fair Labor Standards amendment hearing, which was already tightly scheduled for the last half of June, the mid-June testimony for the Secretary of Labor would be the only day of hearings during the month of June. The balance of the hearings will probably come some time during July.

Javits Bill

Of the three bills that were introduced, the Javits' bill, S.594, is by far the most comprehensive. The Javits' bill is not limited to the transportation industry, but provides that when there is a labor dispute likely to result in a strike or lockout which imperils the health and safety of the nation, the President will be empowered to extend the 80-day cooling-off injunction under Taft-Hartly for as long as 30 days, during which time both parties to the dispute are under duty to bargain collectively. If no settlement is reached during the 30-day extension, the President can bring a civil suit to enjoin the strike or lockout; and if that injunction is granted, the President shall convene a board of inquiry that shall, at the end of a 60-day period, report the current position of the parties to the dispute. The report shall include a statement by each party of his position and a statement of the employer's last offer and a set of recommendations by the board to the President. If no resolution to the problem is reached after the above processes have been exhausted, the President would be empowered to direct the National Labor Relations Board to take a secret ballot of the employees on their question as to whether they wish to accept the final offer made by the employer.

Hostess

Josephine Hoffa, national president of DRIVE Ladies Auxiliary, is continuing to recuperate from her recent illness. Mrs. Hoffa will attend the 20th convention of the IBT in Florida and will be honored at a DRIVE luncheon.

Bill Offered

Labor Act Scofflaws Target Of Congressional Package

Congress is considering a package of amendments to the National Labor Relations Act aimed at bringing employer scofflaws under control by cutting down on procedural delays and providing a way for individually aggrieved workers to sue for damages.

The package of laws is being proposed by Rep. Frank Thompson (D-N.J.) and includes proposals to give trial examiners final decision making power in unfair labor practice cases subject to discretionary review by the full Board and make Board orders self-enforcing unless appealed within 45 days.

Union attorneys and organizers who have testified on the bills before Thompson's Special Subcommittee on Labor have generally supported all three proposals while employer lawyers have rejected them.

The unions were highly critical of Board delays in securing justice for workers fired for union activities.

Section 10 (j) of the NLRA gives the Board the power to go to court and get a temporary restraining order against employers and unions committing unfair labor practices. But the Board rarely uses it to aid aggrieved workers.

Employers use the Board's procedures to help crush union adherents, said the union attorneys. They cited long delays averaging 105 days between the time the trial examiner issues his order and the Board issues its order.

They supported a proposed regulation which would allow the NLRB to delegate final authority to its trial examiners in all unfair labor practice cases. The Board could still vote to review a case because of special considerations.

Unions also supported the proposal to make Board orders self-enforcing.

Now, time is on the side of the employers. The offending employer, even though found guilty, can sit around and wait for the Board to seek enforcement in the courts. Meanwhile he continues his unfair labor practice usually destroying the union's majority.

● Public Works

A $2 billion accelerated public works program, long called for by organized labor as a way to produce jobs, took a long step forward with an agreement by a House-Senate conference committee to include it in an overall $5.4 billion package of economic development.

During 1970

Senators Reap $642,316 As Speakers and Writers

Seventy-three U.S. Senators reported a record $642,316 earned in fees as speakers and writers during 1970, according to annual financial disclosure reports filed with the Senate Select Committee on Standards and Conduct.

The figure topped the 1969 total by nearly $1,700.

Democrats earned the largest share of the fees as 42 Senators reported income of $392,899—or 61 per cent of the total. Thirty-one Republicans reported receiving $249,417. The totals included sums reported by two Senators defeated at the last election.

Top Ten

Sen. Birch Bayh of Indiana led all Senators in *honoraria* with $44,331, while Sen. Mark O. Hatfield of Oregon paced the Republicans with $41,956.

Others in the top ten included:

—Sen. Edmund S. Muskie (D-Maine), $40,866.

—Sen. Abraham Ribicoff (D-Conn.), $37,800.

—Sen. Barry Goldwater (R-Ariz), $30,050.

—Sen. John G. Tower (R-Tex.), $24,129.

—Sen. George McGovern (D-SD..), $24,035.

—Sen. Harold E. Hughes (D-Ia.), $20,579.

—Sen. Robert W. Packwood (R-Ore.), $17,575.

—Sen. Edward W. Brooke (R-Mass.), $15,200.

Sen. Goldwater's extra income over the past three years has easily established him as the top speaking and writing moonlighter in the Senate with fees totaling $124,559.

Base pay for Senators is $42,500. *Honoraria* income brings most of them over the $50,000 mark.

As in the past, universities were the most lucrative source of income for the Senators. Forty-five Senators reported receiving a total of $218,806 for 208 speaking engagements at institutions of higher learning. The sum was a considerable increase over the 1969 figure of $186,338.

Democratic Senators seem to be more popular at colleges than Republicans, giving 116 speeches to 92 for the GOP, and earning $125,415 compared with the Republicans' $93,391.

The second highest source of income during 1970 was writing as 19 Senator-authors earned nearly $45,000 for magazine articles, newspaper columns and book royalties. That figure also was higher than in 1969 when $35,000 was listed for such income.

Sources of Income

Major sources of extra income for Senators by writing or speaking included:

—Banking and financial groups paid $21,550 to 10 Senators last year.

—Dairy groups paid $20,500 to eight Senators in 1970.

—Organized labor put out $16,450 to 11 Senators for speeches.

—Medical groups spent $14,479 for 22 Senators.

—House and building groups ladled out $11,000 to 13 Senators during 1970.

The amount and source of the extra income, however, is only part of the iceberg as published recently by the *Congressional Quarterly* which notes that Senators are not required to list sums below $300.

Oversight?

Many Senators, in fact, either through forgetfulness or on purpose, failed to disclose the source of their *honoraria.*

Unaccounted for in the *Congressional Quarterly* listing of extra income is nearly $300,000—apparently in dribbles of $300 or less to the members of the Senate.

● Auto Plot

The auto industry was charged with a conspiracy to delay the development of smog-free automobiles in a secret Justice Department memorandum in 1968. The memorandum was made public for the first time on the floor of the House of Representatives by Rep. Philip Burton (D-Calif.). Details of the conspiracy were outlined in the lengthy 64-page unsigned memorandum drawn up by Justice lawyers. It urged the Attorney General to bring criminal charges against the industry.

Political Education Case Due

When the U.S. Supreme Court begins its new term in October it will hear and decide a case directly related to trade union political action.

The case deals with a standard trade union practice of using voluntary contributions of members to establish political education committees and making contributions from non-treasury funds to support friends of labor seeking federal office.

Contribution of treasury funds for federal office seekers is a violation of both the Federal Corrupt Practices Act and the Landrum-Griffin Act. Labor leadership has long warned its officers and members against making illegal contributions.

In October the high court will hear the case involving three officers of a St. Louis Pipefitters local, convicted of illegally setting up a separate political committee. They are Lawrence Callanan, John L. Lawler and George Seaton.

A federal grand jury in St. Louis in 1968 charged that the local's Pipefitters Voluntary Political, Education, Legislative, Charity and Defense Fund was established to circumvent the law.

At the trial the union declared that contributions were voluntary and that the practice of separate political education committees was firmly established as legal in precedent cases. The government contended that the members were assessed for the money, making it part of the dues structure.

The jury found the defendants had violated the law but that the violation "wasn't contemplated." The union was fined $5,000 and each of the officers was sentenced to a year in prison and a $1,000 fine. The convictions were upheld by the U.S. Eighth Circuit Court of Appeals in St. Louis.

The union appealed the case to the U.S. Supreme Court charging that the lower court ruling would deprive union members of the right to voluntarily pool their funds in their own interest. The union said this was a clear violation of the First Amendment and would deny members the right to free speech and political association.

The government is not seeking a review of the trade union political education practices but a more limited case of whether the Pipefitters did, in fact, use dues money.

For Your Information

Future Transportation

A high-ranking government official recently predicted great changes in the transportation system within the next decade—especially in passenger automobiles.

Isabel A. Burgess, a member of the National Transportation Safety Board, said in an Arizona speech: "We shall see the gasoline engine in our cars beginning to be phased out by a new form of propulsion which could be propane, electrical or turbine."

The prediction contradicts the long-range views of U.S. auto manufacturers.

College Grads

College graduates are having a tough time landing jobs this year, according to a survey of recruiting activities at universities.

Whereas college grads in the past have had companies standing in line waiting to offer them a job, this year the situation is reversed.

Many companies have not sent job recruiters to campuses this year.

Pollution Control

Although American industry plans to spend more than $3.6 billion on pollution control this year, the amount is still less than five times the sum needed to meet current standards.

That's the conclusion of a survey made recently by McGraw-Hill Publications Co., which declares that U.S. business needs to spend at least $18.2 billion to bring all its existing facilities up to present pollution-control standards.

Getting to Work

Pollsters recently discovered that it takes the average American 16 minutes to get to work in the morning—that comes out to about 100 hours a year.

About 81 per cent of all Americans use an automobile to get to and from work.

Meat Data Order

The Department of Agriculture has been ordered by the U.S. District Court of Appeals in Richmond, Va., to make public its record of companies it has suspected of violating meat inspection laws.

The court ruled that the records should be made public under the Freedom of Information Act.

Under practices already in effect, when the Agriculture Department determined that companies had violated the law by producing meat that was unwholesome, adulterated or otherwise unfit for consumption, the companies' names became public information.

But where the federal agency did not later confiscate the meat, it has refused to list the products it has detained for laboratory analysis on suspicion of violation of the law.

Medical Discrepancies

The Internal Revenue Service has been discovering a widespread under-reporting in the income tax returns of some doctors and dentists who received $25,000 or more in Medicare or Medicaid fees during 1968.

The IRS checked the returns of 8,400 doctors and dentists and assessed additional taxes in more than half the cases. Where there were delinquencies, the average was $2,800 short. Forty-seven cases were marked for investigation as outright tax fraud cases.

Altogether, the 8,400 taxpayers averaged $107,300 in total income and paid an average of $23,100 in taxes.

Crusader Aid Sought

A new organization has been formed to seek expanded financial support for young lawyers, scientists and engineers willing to "sacrifice their material rewards to pioneer the future."

Called "Public Citizen, Inc.," the organization hopes that 200,000 supporters of consumers, environmental and liberal causes will donate at least $10 each.

Supporting the organization is Ralph Nader's Center for Study of Responsive Law located in Washington, D.C.

Working Mothers

Nearly 26 million children under 18 years of age had mothers working or looking for work in March this year, according to the Labor Department.

Ten years earlier the figure was 15.7 million youngsters with working moms.

The Labor Department ascribed the increase to the greater population of children and to the growing desire of women to work outside the home.

Car Prices

Consumers are not generally aware of it—since they do not buy new cars every year—but auto makers have put into effect a new pricing strategy based on the idea of piecemeal increases.

General Motors and Ford, for example, have both raised prices four times so far this model year and Chrysler has upped its tab three times.

The reason for the policy pricing change is that piecemeal increases on the 1971 models will soften the appearance of next fall's expected price increases—at which time new quotes will be compared with the latest 1971 model prices, not the original prices at the beginning of the 1971 model year.

● Mediation Activity

The Federal Mediation and Conciliation Service reported recently that it conducted joint mediation sessions in a record 44 per cent of 16,938 disputes brought to its attention in fiscal 1970.

The participation rate a year earlier was 42 per cent of 18,964 disputes.

Average number of issues per case is 4.8 compared with 3.5 in 1961 with pay being the most frequent issue.

Still, rank-and-file union members are more inclined to accept agreements reached by bargainers. The number of rejections last year dropped to 11.2 per cent, lowest percentage since 1965 when the rejection rate was 10 per cent.

● Press Freedom Broadened

The U.S. Supreme Court has broadened further the principle of freedom of the press from libel suits.

In a recent decision, the high court rejected a libel suit in ruling that private individuals—like public officials—cannot collect damages for falsehoods published or broadcast in the course of reporting on matters of general interest, unless the individual proves he was the victim of actual malice.

Court observers said the decision would make it extremely difficult for a private person or public official to collect damages for libel.

● Radiation Exposure

The Atomic Energy Commission has proposed specific guidelines for limiting the release of radioactive materials from nuclear generating plants.

The proposed guidelines would hold exposure of persons living near the plants to less than five per cent of average natural background radiation in the United States.

AEC officials point out that most nuclear plants in operation are performing within the guideline limit. Only a minority of the approximately 70 plants under construction would need additional equipment to meet the proposed standard.

● Rail Trucking Ban

The Interstate Commerce Commission has been asked by Agriculture Secretary Clifford M. Hardin to grant all railroads blanket permission to substitute truck transportation for agricultural commodities when rail cars are in short supply.

Except in a few cases where railroads long have offered truck service, rail carriers face rigorous ICC restraints against entering the trucking business.

Hardin, in making his request, noted that the chronic shortage of rail cars in the past few years "has severely hampered the efficient marketing of farm commodities."

● High Jobless Areas

More than one-third of the nation's 150 major labor markets now are listed on the list of metropolitan areas in the "substantial" unemployment category.

Three more major areas were added during the month of May: Saginaw, Mich., Duluth-Superior, Minn.-Wis., and Hamilton-Middletown, Ohio.

Major centers with at least 6 per cent unemployment are among those on the "substantial" list.

A year ago, only 16 of the major city areas were on the list of communities showing severe joblessness.

● Work Stoppages

Man-days of idleness resulting from work stoppages amounted to 1.4 per 1,000 working days during April, according to the Labor Department.

The figure was far below the 3.4 per 1,000 level recorded for the same month a year ago.

Except for man-days idle, all measures of strike activity in April, 1971, were above those of the previous month, yet below every comparable figure for April in the previous two years.

Some 540 work stoppages involving 174,000 workers began this April. All told, there were 750 strikes involving 254,000 workers underway in April.

● Federal Money Distribution

More than one-third of the population in the United States receives money from the federal government in some manner, according to the Tax Foundation.

The Tax Foundation says that of the 72.8 million persons getting federal money, 26.2 million are on Social Security and 15.7 million are government employees. An estimated 13.8 million receive public assistance.

The Tax Foundation made a point of noting that its total figure does not include the beneficiaries of such special programs as farm support and business subsidies.

● Wiretaps and Congress

J. Edgar Hoover, director of the Federal Bureau of Investigation, testified before a House Appropriations subcommittee recently that no wiretap or hidden microphone has ever been used against a member of Congress.

Hoover said the FBI currently is wiretapping 47 telephones and six hidden microphones in investigating security or organized crime cases.

● Race Drivers Strike

The first strike of racing drivers ever recorded occurred recently when cancellation of the annual Langhorne Speedway 150-mile race was forced.

The drivers, members of the U.S. Automobile Club, voted unanimously against participating. They complained that the road surface was rough and dangerous and that they could not see far enough ahead on the D-shaped course.

WHAT'S NEW

Sobriety Test

Generally speaking, a good driver will never get behind the wheel whenever his reflexes are impaired in any way because of the effect of alcohol. All too often, a driver will refuse to admit to himself that his reflexes have been impaired and regardless of his condition he will attempt the complicated task of maneuvering a motor vehicle from point A to point B.

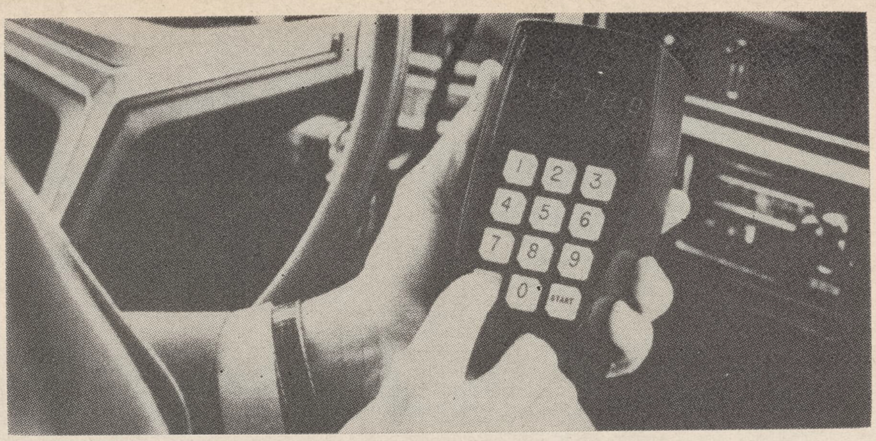
Some experts believe that one of the effects of alcohol on judgment is to reduce an individual's capability to evaluate his own physical and mental state. Put more simply, this means that a drunk feels "challenged" by the prospect of driving while under the influence—and this is the beginning of the end both for the driver and for a lot of innocent and unsuspecting motorists.

At least one major electronics firm has gone to work on attacking this problem from the point of view that a drunk driver should be the last person in the world to make a decision to get behind the wheel. On that premise, they have devised an automobile starter system—complicated for a drunk but reasonably simple for an unaffected motorist.

The system incorporates a keyboard similar to those used for "touchtone" telephone dialing and an electronic display board that flashes a series of digits. A motorist would be required to remember and punch a series of random digits after they are flashed briefly on the display panel.

According to the scientists who have been involved in researching this system for the past two years, the test was devised to check four simple human faculties which are impaired by excessive amounts of alcohol: visual coordination, short-term memory, motor response and judgment.

The test is self-conducted and begins when the driver turns the ignition key. At this point the sequence of five digits is flashed on the hand display keyboard. The driver must remember the number sequence and punch the digits in the correct order on the keyboard. If he can complete the task in the allotted time (he can take as long as 4.5 seconds) the auto will start.



If the driver fails to perform the test properly, he is given two additional tries. A different number is flashed for each additional attempt. After three chances, the vehicle's ignition system locks and remains immobile for another hour. During this time, the driver will either sober up or look for another ride home, say the developers.

The researchers considered the task carefully before deciding on the exact method for the testing. Their criterion was to develop a test which the entire driving population could pass while sober, but not when legally drunk. Even with these minimum standards, they only claim to be 50 per cent effective because of the possibility of "good drunks" who can beat the machine even though intoxicated. The largest percentage of "good drunks" showed up in the testing to be management employees in the 35-45 age group.

Other age groups tested on the machine included a group of college students who, although highly motivated to beat the system, deteriorated more rapidly under the effects of alcohol than any other group tested.

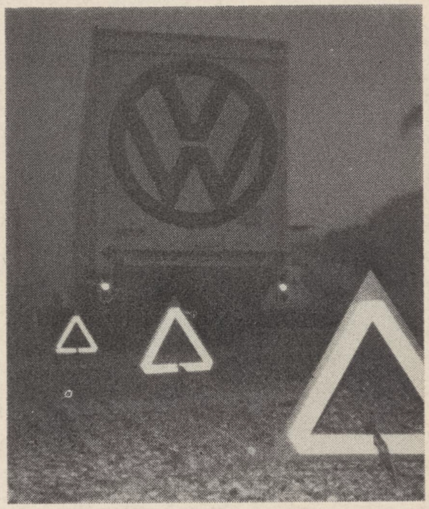
In addition to the primary function of the testing equipment, its developers indicate that they also plan to put it to use as a combination lock for the ignition system or as part of an automotive electronics package to be used as a digital speedometer or as part of a solid state electronic clock.

As in every other good thing, there are of course, some "bugs". For instance, a bypass switch will have to be perfected to allow for movement of the auto in parking garages etc. Another problem would be the need to bypass the system for emergencies.

Instead of becoming standard equipment on all autos, the developers forsee a plan for requiring the equipment on the autos of problem drinkers as a prerequisite for obtaining auto insurance.

●

Safety Marker



The reflective safety triangles shown above are being recommended in place of flares by the National Highway Safety Bureau as standard equipment on rolling stock.

The triangles are reported to be recognized more quickly than a flare, either in night or daylight and eliminate the fire hazard that flares represent. They are reportedly stationary, even in winds up to 40 mph.

●

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Thought for the Day

The last doctor seen making house calls—Marcus Welby.

Standard Equipment

"Where did you get all that pretty red hair?," asked the friendly stranger.

"I didn't get it anywhere," replied the little boy, "It came with this model head."

Handy Man

Maude: "Gee Annie, I understand your husband is quite a 'Mr. Fixit' around the house."

Annie: "Well, I don't like to say anything, but just last week he fixed the clock and now the cuckoo backs out and asks, 'What time is it?' "

I Swear

Lawyer in chair to dentist: "Do you swear to pull the tooth, the whole tooth, and nothing but the tooth?"

Mr. Personality

Teenager to his psychiatrist: "I just can't understand it. Lately everybody takes offense at everything I say, Stupid."

The Perfect Answer

As a fat lady was about to take a seat on a bus, she heard the skinny man next to her mutter: "they ought to charge by the pound."

"Well, if they did," she replied, "you'd have to walk cause it wouldn't be worth it for them to pick you up."

Leave Her Mark

Doctor: Why do you have 64032 tattooed on your back?

Patient: That isn't a tattoo. That's where my wife hit me with the car while I was holding the garage door open.

No Re-Runs

A proud parent called the newspaper and reported the birth of twins.

The girl at the desk didn't catch the message over the phone.

"Will you repeat that?" she asked.

"Not if I can help it," was the reply.

Thundering Herd

Wife, to aspiring politician: "How was the applause after your speech?"

Husband: "It sounded like a caterpillar in sneakers romping across a Persian rug."

Surprise

The first day Sister Mary Rose wore the new contemporary dress adopted by her order, she noticed the boys looking at her legs.

"What did you expect," she asked, "Wheels?"

Nothing Left

A wife went to the bureau of missing persons to report the mysterious disappearance of her husband.

"He's short and thin," she told the desk sergeant, "and bald and has no teeth—as a matter of fact, most of him was missing before he was."

Welcome?

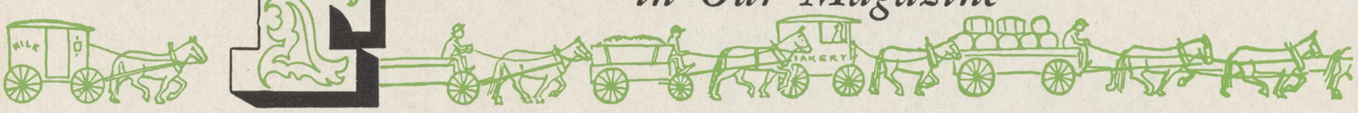
After discussing the Sunday School lesson thoroughly, the teacher asked Susan: "Was anyone sorry when the prodigal son returned?"

After thinking for a time she replied: "Yes, the fatted calf."

Base Price Deal

The farmer had been taken in so many times by the local car dealer that when the dealer wanted to buy a cow, the farmer priced it to him like this: Basic cow, $200; Two-tone extra, $45; Extra stomach, $75; Product storage compartment, $60; Dispensing device, four spigots at $10 each, $40; Genuine cowhide upholstery, $125; Dual horns, $15; Automatic fly swatter, $35. Total, $595.

FIFTY YEARS AGO
in Our Magazine



Vol. XVIII *(From the July, 1921, issue of the TEAMSTER)* **Number 7**

Teamsters Vow To Fight Wage Cuts

The Teamsters Executive Board recently was alerted to the fact that many employers are attempting to hoodwink workers into thinking that the decline in the cost of living is sufficient cause for equal reductions in wages.

The average individual Teamster, trying to raise a family on a wage rate which was barely adequate less than two years ago, is not much better off today. The only significant reductions in living costs have been in foodstuffs.

With the decreases in the cost of living, the average driver's wages may now be sufficient for buying the "necessities" like food, clothing and shoes. But, what about the prospects of buying a home, or such extravagant ambitions as sending a son to college? If a worker allows himself to be fooled into taking a wage cut because of declining costs of living, he will have no hope of ever achieving any broadening of his horizons.

Our members know that they are now not getting a greater wage than they are entitled to. Operating a vehicle on a crowded street in a large industrial center is a dangerous proposition. An additional consideration is the fact that a Teamster usually finds that the physical drain which our work places upon him makes it impossible for him to continue in the trade after his middle years.

All of these factors must be considered when you evaluate the proper wage rate for a Teamster. A fair wage would be one that makes these allowances—and this is all we seek for our members.

Milk wagon drivers of New York City report that they are winning their fight to establish adequate working conditions. This struggle has been going on for several years now, but the drivers feel that their most recent meeting which turned out more than 5,000 drivers, was the best show of strength they could give to their employers. Unidentified leaders of milk drivers are shown here discussing strategy.

Workers Ask Better Plan

Base Wages on Social Utility Not on Cost of Living

Labor leaders have come to the conclusion that there must be a more direct relationship established between living standards and a worker's wages. The concept of fixing wages solely on a basis of the cost of living is a violation of the whole philosophy of civilization. Furthermore, this concept violates the principles of sound economics.

In a recent study entitled, "Wages and the Cost of Living," this concept is evaluated and researchers come to the conclusion that the practice of fixing wages on the basis of the cost of living alone, results in a "tendency under this system to classify human beings and to standardize classes, each class having a right to a given quantity of various commodities. It is not difficult to understand the ultimate development of such a policy must be ridiculous and fantastic; it has already become so in many cases.

"While we have not formulated our own ideal principle for the computation of wage rates," said the researchers, "we feel that American industrial development has reached a point where it must give to the workers a consideration that goes beyond the bare essentials of sustaining life."

The researchers said that there is a point beyond which a human being "demands opportunity for a broadening sphere of life."

"To measure the life possibilities of a highly civilized people in terms of yearly allowances, or so many pounds and yards of commodities is a conception which the American Labor Movement cannot tolerate," they said.

The researchers recommended that a computation be formalized recognizing the social usefulness or service which every occupation provides to the community. If industry does not think it can economically accomplish this — they must look into their own practices and root out profiteering and waste wherever it exists.

MAKE SAFETY A PART OF YOUR VACATION

SAFETY
I. B. OF T. C. W. & H. OF A.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

AUGUST 1971

Fitzsimmons, Flynn Elected with Incumbent Executive Board

See Page 4

THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume 68, No. 8 **August, 1971**

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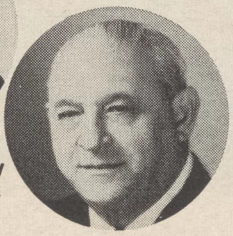

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Fitzsimmons, Flynn, Incumbent

DRIVE!
Come Alive JOIN DRIVE!
8
5
2
SUPPORT FITZ

FRANK E. FITZSIMMONS was elected General President, Thomas E. Flynn was elected General Secretary-Treasurer, and 12 area vice presidents were returned to office by delegates to the 20th convention of the International Brotherhood of Teamsters in Miami Beach, Fla., last month.

Hundreds of guests and observers alike were impressed by the down-to-business attitude of the 2,135 delegates. The convention sessions began on July 5th and ended July 8th.

Besides boosting Fitzsimmons and Flynn to their first five-year terms, the delegates also amended the International Union constitution to provide for three additional vice presidents on the general executive board.

Two incumbents and a newcomer were elected trustees of the International Union.

Vice Presidents returned to office were:

Joseph Diviny of San Francisco, Calif.; Einar O. Mohn of Burlingame, Calif.; George E. Mock of Sacramento, Calif.; Murray W. Miller of Dallas, Tex.; Harold J. Gibbons, of St. Louis, Mo.; Joseph Trerotola of New York City; Robert Holmes of Detroit, Mich.; Ray Schoessling of Chicago, Ill.; William Presser of Cleveland, O.; William J. McCarthy of Boston, Mass.; Sam Provenzano of Union City, N.J., and Edward Nangle of Reading, Pa.

Elected to the three new vice presidencies were: Roy Williams of Kansas City, Mo., who previously served as an IBT trustee; Joseph W. Morgan, general organizer and president of Teamster Local 769 in Miami, Fla., and Edward Lawson, Canadian director and president of Teamster Joint Council 36 in Vancouver, B.C., Canada.

Frank Matula, Jr., of Los Angeles, Calif., and Maurice R. Schurr of Philadelphia, Pa., were reelected to

nt General Executive Board Reelected

HIS SLATE
PROVENZANO
VOTE FITZSIMMONS
CANADIAN TEAMSTERS
SUPPORT FITZ AND HIS SLATE ALL THE WAY
LOCAL 710 CHICAGO
FLYNN
SCHOESSLING
DRIVE!

trusteeships. Louis Peick of Teamster Local 705 in Chicago, Ill., was elected to the third trustee job made vacant by Williams' elevation to vice president.

All International Union officers were unanimously reelected.

Fitzsimmons was declared the unanimous choice of the convention. Theodore G. Daily, Local 445, Yonkers, N.Y., withdrew after polling only two of 364 votes when the roll call reached Local 169.

A threatened contest for the 12th vice presidency never came to pass when John P. Greeley, Local 676, Camden, N.J., declined a nomination and gave the nod to incumbent Edward Nangle.

The unanimous endorsement of General President Fitzsimmons and the incumbent general executive board —including the three new vice presidents who were part of the Fitzsimmons slate—reflected the confidence of the convention delegates in the new administration's policies.

The blanket approval of the delegates also showed disapproval of speculation of news media in recent months as to whether the International Union leadership had proven to be effective and acceptable to the membership in the last five years.

All amendments offered to the delegates by the convention's Constitution Committee were overwhelmingly approved. The amendments are reported elsewhere in this edition of *The International Teamster*.

The convention also adopted each of 12 resolutions offered by the Resolutions Committee, unanimously.

Besides the delegates and 514 alternates, there were some 4,668 visitors and guests registered for the convention to make a total of more than 7,300 in attendance.

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS

Elected International Union officers are administered the oath of office following the decision of the delegates at the 20th Teamster convention last month in Miami Beach, Florida. From left to right, Trustees Frank Matula and Maurice Schurr; 12th Vice President Edward Nangle; 1st Vice President Joseph Diviny; 13th Vice President Roy Williams; 11th Vice President Sam Provenzano; 10th Vice President William McCarthy; 3rd Vice President George Mock; 2nd Vice President Einar O. Mohn; 7th Vice President Robert Holmes; Daniel Colucio, secretary-treasurer of Local 761 who administered the oath of office; General President Frank E. Fitzsimmons; 8th Vice President Ray Schoessling; General Secretary-Treasurer Thomas E. Flynn; Trustee Louis Peick; 6th Vice President Joseph Trerotola; 9th Vice President William Presser; 4th Vice President Murray W. Miller; 14th Vice President Joseph Morgan; and 5th Vice President Harold Gibbons. (15th Vice President Edward Lawson was hospitalized and not present for picture.)

Constitutional Amendments

Delegates Increase Out of Work Benefits; Give IBT Constitution an Overhauling

DELEGATES TO the 20th Convention of the International Brotherhood of Teamsters made many amendments to the International Union constitution, the majority of them housekeeping changes required to keep the constitution in compliance with changes in the laws of the land and to make the document more workable on behalf of the membership.

Major changes included.

The addition of three area vice presidents to the IBT general executive board;

An increase in out-of-work benefits;

Deletion of the office of general vice president;

Naming James R. Hoffa president emeritus;

Increasing per capita from local unions to the International Union;

Increasing minimum dues for the membership;

A court-ordered amendment dealing with changes in the constitution which will be challenged in the higher courts.

The full text of these and other amendments appears directly below:

International Officers

The officers of the International Brotherhood of Teamsters shall consist of a General President, General Secretary-Treasurer, fifteen (15) Vice Presidents, and three (3) Trustees. The General President, the General Secretary-Treasurer, and the fifteen (15) Vice Presidents shall constitute the General Executive Board.

Out-of-work Benefits

Section 4. Out-of-work benefits in strikes recognized as properly subject to the payment of out-of-work benefits or relief in cases of lockouts, etc., shall be paid to all members not in arrears for dues in excess of one (1) month and otherwise in good standing, who are members of a Local Union not more than one (1) month in arrears in per capita tax, at the rate of twenty-five dollars ($25.00) per

RESERVED
McCARTHY
FITZSIMMONS TEAM
1
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6
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DRIVE!
FLYNN

Members of the Constitution Committee held several meetings prior to assembling for the convention, and were in session continuously the two weeks previous to the convention. Co-chairman were General President Frank E. Fitzsimmons and vice President Einar O. Mohn. Assisting the committee were legal secretaries Nina O'Neal and Joanne DeYoung. IBT lawyers were on hand for legal advice throughout the meetings.

week for the first four (4) payments and thirty-five dollars ($35.00) per week for the fifth (5th) payment and thereafter; provided that whenever the total net assets of the International Union shall reach an amount more than five million dollars ($5,000,000.00) below the amount of such assets as described by the General Secretary-Treasurer's report to the 1957 Convention then, and in that event, the rate of out-of-work benefits shall revert back to ten dollars ($10.00) per week for such period of time as such total net assets shall remain below such amount. Such out-of-work benefits will be payable at the end of the second (2nd) week of the strike or lockout; but in no case shall a fraction of a week's out-of-work pay be allowed nor the first (1st) week of a strike or lockout be paid for, provided that in the last week of a strike the first four (4) days or more of such strike shall be considered a week; any arrearages for dues, and dues one (1) month in advance shall be deducted from the first (1st) payment of benefits and duly credited to the member or members so in arrears so as to maintain such member or members in good standing and preserve his or their rights, if any, to financial benefits. All members shall be entitled to the out-of-work benefits provided for herein for such a period of time as the General Executive Board shall determine.

President Emeritus

Section 10. There is hereby created the position of General President Emeritus for life which is to be filled by James R. Hoffa. In addition, anything in this Constitution to the contrary notwithstanding, James R. Hoffa is hereby granted, conferred and guaranteed good standing membership in his Local Union and the International Union for the rest of his lifetime, for all purposes, and with all rights and privileges appertaining to such membership as with any other member in good standing without distinction or discrimination upon the payment of the established dues.

He shall receive no remuneration or compensation as President Emeritus. The position of General President Emeritus shall not be considered a constitutional office, but rather a specific honor conferred upon James R. Hoffa in appreciation of his many years of devoted and tireless service to the interests of the International Brotherhood of Teamsters and its members.

Payment of Initiation Fees, Reinitiation Fees and Per Capita Tax

(b). Each Local Union shall pay to the General Secretary-Treasurer a per capita tax of one dollar and eighty-five cents ($1.85) per month, effective October 1, 1971, and a per capita tax of two dollars and fifteen cents ($2.15) per month, effective October 1, 1973, payable for the current month not later than the twentieth (20th) day of the succeeding month unless otherwise determined by the General Executive Board in extreme hardship cases.

The present one dollar and fifty cents ($1.50) per capita tax shall continue through September, 1971, payable in October, 1971, and the per capita tax of one dollar and eighty-five cents ($1.85) shall become effective October 1, 1971, payable for the month of October, 1971, in November, 1971, and the per capita tax of two dollars and fifteen cents ($2.15) shall become effective October 1, 1973, payable for the month of October, 1973 in November, 1973, unless otherwise determined by the General Executive Board as above provided.

Membership Dues

(d). Dues of members of the International Union, payable through their respective Local Unions, shall not be less than seven dollars ($7.00) per month effective October 1, 1971, and eight dollars ($8.00) per month effective October 1, 1973; provided, however, that in the case of newly organized members for whom there is no established wage scale, dues shall be not less than six dollars ($6.00) per month; and provided, further, that the General Executive Board shall have the authority to reduce the foregoing minimum in extreme hardship cases. All dues, whether below, at or above the minimum of eight dollars ($8.00) shall be increased by no less than one dollar ($1.00) per month no later than October 1, 1971, and by an additional one dollar ($1.00) per month no later than October 1, 1973, unless otherwise determined by the General Executive Board in extreme hardship cases. In the case of Local Unions chartered after the 1971 Convention and before October 1, 1973, unless otherwise approved by the General Executive Board, the dues of the members of such Local Unions shall not be less than six dollars ($6.00) for the first year following such chartering and thereafter the seven dollars ($7.00) minimum shall apply, and in the case of Local Unions chartered after October 1, 1973, the dues of the members of such Local Unions shall not be less than seven dollars ($7.00) for the first (1st) year following such chartering and thereafter the eight dollars ($8.00) minimum shall apply.

In the event that the provisions relating to increased revenue adopted by the 1971 Convention cannot be effectuated, the General Executive Board shall have the authority, from time to time to amend, modify or defer the provisions of this Constitution relating to the increase of sixty-five cents (65¢) reflected in the new per capita tax of two dollars and fifteen cents ($2.15); provided however, that the General Executive Board shall not be authorized by this provision to increase dues or per capita taxes to an amount greater than the eight dollars ($8.00) minimum dues and the two dollars and fifteen cents ($2.15) per capita tax set forth above.

The provisions of the first paragraph of Section 3 (d) shall become effective October 1, 1971.

(e). Area Conferences shall be supported by the payment of a monthly ten cents (10¢) per capita tax by the International Union to the Area Conference. Local Unions affiliated with Area Conferences shall pay a minimum of ten cents (10¢) per month per member to their respective Area Conferences.

Constitutional Amendments

In addition to the method of amending this Constitution set forth in Section 9 above, this Constitution may also be amended on petition of not less than 10% of the total membership of the International Union, based on the per capita report for the month of December preceding the year in which the petition is first circulated, setting forth the proposed amendment. All persons signing such petition shall have been members in good standing as of the date they sign such petition and they shall affirmatively so represent in the petition. The petition shall include the local union number, ledger card, home address of the member, and date of each signature. The petition shall be filed with the General Secretary-Treasurer by November 1 of the year in which the petition is first signed.

In order to avoid duplication of expense and effort the General Executive Board shall accumulate all petitions filed in accordance with this provision until November 1 of the calendar year in which they are filed with the General Secretary-Treasurer's office, after which time, if the petitions are found to be in compliance with the requirements of this Constitution, they shall be sent out for adoption or rejection by secret ballot referendum under such rules and procedures as shall be prescribed by the General Executive Board.

Any amendment which is not adopted by majority vote of the members voting shall not be submitted again until the next Convention or thereafter.

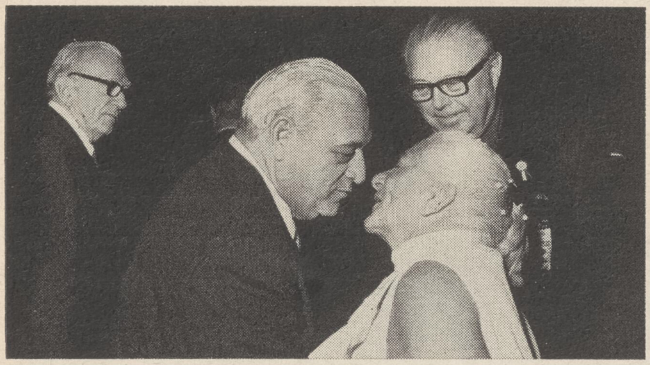
Any amendment duly approved by a majority of those voting, provided that 50% of the membership votes, shall become effective on the 1st day of the second month following certification of approval, unless the proposed amendment sets forth a later effective date.

The General Executive Board is empowered to make such changes and additions to this section as may be required by order of a court of competent jurisdiction of applicable law.

Newly reelected, General President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn acknowledge a thundering ovation from the delegates attending the final session of the 20th convention of the International Brotherhood of Teamsters. Both were reelected to five-year terms by acclamation.

Vice President Joseph Trerotola and Mrs. Trerotola had the support of their grandchildren.

A campaign sign said: "Elect my Grandad, Dusty Miller." They did, and this is the little lady who was Miller's campaign manager.



Vice President William Presser receives a victory kiss from his wife, Faye.

Vice President Sam Provenzano and an ardent supporter, his daughter, Tina.

General Secretary Treasurer Thomas E. Flynn and Mrs. Flynn are congratulated by Vice President Joseph Trerotola.

Newly elected Vice President Roy Williams and his wife, Mary, are congratulated by General President Fitzsimmons.

General President Frank Fitzsimmons expresses his appreciation to his private secretary Ann Sprague, who was responsible for a lion's share of keeping the convention rolling.

Vacancy in Office of President

Section 8. In case of the death, resignation, or removal of the General President under the procedures established and required by this Constitution, the First Vice President shall, without additional compensation, assume the office, powers, functions and duties of the General President. The First Vice President shall serve in this capacity for a period of not longer than ten (10) days during which time he shall convene the General Executive Board for the purpose of calling a Special Convention, which shall take place within six months thereafter, and for the purpose of designating a member of the General Executive Board to assume the office, powers and duties of the General President, until such time as the Special Convention shall elect a General President who shall hold office for the balance of the unexpired term.

The General Executive Board shall establish the rules and procedures for the calling and holding of such Special Convention. However, if the vacancy occurs within twelve (12) months of the next regular Convention, then instead of a Special Convention, the regular Convention shall be convened, at the earliest date permissible under the applicable provisions of this Constitution.

Salaries and Expenses of Officers

Section 1(a). The salary of the General President shall be one hundred twenty-five thousand dollars ($125,000) per year; the salary of the General Secretary-Treasurer shall be one hundred thousand dollars ($100,000.00) per year. All expenses of the General President and the General Secretary-Treasurer shall be paid by the International Union.

(b). The Vice Presidents, other than Vice Presidents who are full-time organizers, shall receive a salary of one thousand five hundred dollars ($1,500.00) per month as compensation for attending board meetings and for representing the interests of the International Union. The three (3) Trustees, if not full-time organizers, shall receive a salary of nine hundred dollars ($900.00) per month as compensation for performing their duties as Trustees and for representing the interests of the International Union. When engaged in other duties under orders from the General President, the Vice Presidents and Trustees who are not full-time organizers shall, in addition, receive the same pro rata salary as organizers.

The provisions for compensation and allowances contained in this entire Article shall be in addition to any compensation and allowances which may be received from subordinate bodies.

(d). International or Special Organizers shall be appointed by the General President and while working under his orders shall be paid a sum fixed by the General President not to exceed thirty thousand dollars ($30,000.00) per year plus such additional adjustments as are determined by the General President and reported to the General Executive Board.

(e). The Vice Presidents, Trustees, executive officers and the Organizers of the International Union, except as otherwise provided herein shall be allowed seven dollars and fifty cents ($7.50) per diem as an incidental allowance. All organizers other than Special Organizers shall be allowed the sum of two hundred dollars ($200.00) per month as an automobile allowance. All executive officers, organizers and others working out side of their home city, or when traveling in the interest of the organization, shall receive their fare in addition to the above-named sum to and from their destination, and in addition shall receive a sum of forty dollars ($40.00) per diem. On special assignments, allowances, per diems and expenses shall be as determined by the General President.

Removal of International Union Organizers

Section 6. The General President, when he deems it for the best interests of the International Union, is hereby empowered to remove any International Organizer. The General President, when he deems it for the best interests of the International Union, is hereby empowered to remove any International Area Director with the approval of a majority of the General Executive Board.

Convention Challenges

Any challenge to the Call of the Convention, the method of delegate selection, or the Convention procedures prescribed in such Call, must be filed in writing with the General Secretary-Treasurer within thirty (30) days of issuance of the Convention Call.

Eligible to Office

Section 4(a)(1). To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office for a period of twenty-four (24) consecutive months prior to nomination for said office. "Continuous good standing" means compliance with the provisions of Article X, Section 5 concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. A Local Union in its Bylaws may require that a member, to be eligible for election to any office in the Local Union, must have attended a minimum number of the regular or divisional meetings of the Local Union, but not to exceed fifty percent (50%) during the twenty-four (24) consecutive months prior to nomination.

Civil Rights

(g). No Local Union or other subordinate body shall exclude or expel from membership or otherwise discriminate against any individual, or cause or attempt to cause any employer to discriminate against any individual, because of his race, color, religion, sex or national origin, nor limit, segregate or classify its membership, or classify or fail or refuse to refer for employment any individual in any way which would deprive or tend to deprive any individual of employment opportunities or would limit such employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment because of such individual's race, color, religion, sex or national origin.

Membership

Section 3(a). No person who actively advocates the overthrow of a federal, state or provincial government by force or violence, or is a member of any party and knows of and actively advocates its purpose to overthrow a federal, state or provincial government by force or violence, shall be allowed to hold membership in the International Union or any of its subordinate bodies. If any such person obtains Union membership, or after having been admitted to Union membership advocates the overthrow of a federal, state or provincial government by force or violence, or becomes a member of a party and knows of and actively advocates its purpose to overthrow a federal, state or provincial government by force or violence, he shall be expelled from membership upon the filing of charges and the conduct of a trial in accordance with the applicable procedures set forth in Article XIX.

Political Expenditures

Section 9. The General President shall have the authority to make expenditures from the general fund in amounts to be determined by him in his sole discretion for lobbying and other political purposes, including contributions to candidates for state, provincial and local offices if such contributions are not prohibited by state, provincial or local law.

No Turn-Downs

12 Resolutions Approved By 20th IBT Convention

TEAMSTER delegates, acting upon the recommendations of the Resolutions Committe, passed a total of 12 resolutions presented at the 20th convention.

Most of the resolutions were passed unanimously while the remainder were okayed by a very heavy majority.

Among the most important resolves were those dealing with proposed deregulation of the transportation industry—which the resolution opposed—and endorsement of the Teamster Labor Institute.

The delegates unanimously approved a resolution to promote the adoption of a sliding scale of graduate dues structure by affiliates.

Protection of the rights of workers, a resolve regarding special commodity riders, support to the IBT Industrial Division, establishment of a Teamster Retirees Assn., and convention seating for Teamster retirees were passed.

A position favoring withdrawal of troops from Vietnam as soon as possible, a stand on drugs, ecology, community services all were passed.

General President Frank E. Fitzsimmons submitted the resolution which probably is of the most significance to Teamsters across the land in that it opposed deregulation of the transportation industry.

It was pointed out that "powerful forces" are pushing proposals to deregulate the industry so as to remove controls on rates, routes and operating rights of truckers.

Chaos

Such deregulation would return the industry to the chaos that prevailed before regulation under which both the management and Teamsters have prospered.

Furthermore, deregulation would erode the achievements of the National Master Freight Agreement while weakening fair employers and undermining safety regulations in trucking.

Teamster members everywhere were urged to mobilize in a concerted drive to inform the White House and Congress of the dangers inherent in proposals to deregulate the transportation industry.

The Labor Institute

The Teamster Labor Institute resolution commended General President Fitzsimmons and the general executive board for their pioneering establishment of the school at Miami, Fla., and endorsed the continuation and extension of the program of labor education.

Unanimous approval was given a resolution recommending that each Teamster local union submit to its membership for adoption, a bylaw amendment providing for a sliding scale of graduated dues structure.

It was emphasized that a sliding scale was considered the most equitable system to finance the operation of local unions by having members pay dues in relation to the amount of wages they earn.

Answer to Runaways

The sliding scale was considered the only answer to the continually increasing costs of negotiating and administering collective bargaining agreements and otherwise maintaining local union operations.

Organized labor, it was stated in another resolution, must—irrespective of name or affiliation—work more closely together to protect the sanctity of trade unionism.

In essence, the resolution was an answer to the runaway conglomerate trend in which more and more companies are merging for a two-fold reason: To gain a competitive advantage and to thwart the progress of organized labor.

Coleman Unfair

The resolution also described the Coleman Co., Inc., of Wichita, Kan., as "unfair" to union workers now on strike there, and cited the strike as an example of the company's antilabor stance.

On the subject of special commodity riders, it was resolved that the IBT general executive board, promptly after the close of the convention, adopt and place into effect an "extensive and intensive program to root out the employers who may be engaged in violations of the special commodity riders and related general freight agreements, and impose appropriate remedies upon such violators as permitted by law and contract."

It was resolved that the Interna-

Members of the Resolutions Committee are shown at the task of deciding what proposals to present to the convention. Jack Jorgensen of Local 359 and George Sebestyen of the Western Conference were co-chairmen of the committee.

tional Union give whatever support is necessary to the Industrial Division to make the division as effective and meaningful as other divisions thereby improving the prospects for organizing the unorganized millions of workers in manufacturing industries.

A resolution was passed encouraging the establishment of Teamster Retirees Associations in appropriate areas as a means of "improving the lives of our retirees" and implementing the social, economic and other community efforts on their behalf. It was noted that the vast reservoir of retirees' experience and devotion to union ideals make the thousands of formerly active Teamsters one of the most valuable assets of the International Union.

Another resolution took notice of the many former officers of the International Union and affiliates who continue to show an interest in IBT affairs after retirement. The resolve provided that a special seating section marked "retirees" should be set up and that a special badge be given the retirees attending the convention.

A resolution on the Vietnam war held that the conflict has resulted in thousands of personal tragedies among the families of Teamsters Union members, and that it was a "prime cause" of rampant inflation in the United States.

The resolve declared that only peace could unite America and enable the nation to more properly utilize its resources to correct community and social problems on the domestic scene.

For these reasons, it was resolved "That the general executive board calls upon this 20th convention of the International Brotherhood of Teamsters to call upon the government to face up to reality, that there is nothing to be won in Indo-China that is worth one more drop of blood."

Bring Troops Home

Finally, the resolution mandated the convention to call upon the President "to bring our troops home as soon as possible . . ."

Taking note of the terrible and staggering increases in health hazards, crime and general social unrest caused by a "worsening drug menace," another resolution urged both President Nixon and Congress to set up a commission and special committees respectively to explore and study drug programs in other countries where drug addiction is treated as a medical problem rather than a legal problem.

The Ecology

An ecology resolution described pollution as one of the greatest problems facing mankind. It urged the convention to set up an Ecology Committee to determine labor's true role and responsibility toward "cleaning up our polluted planet." The resolve also ordered liaison with other unions on the subject and to make ecology "a part of the mainstream of union activity."

Noting that the International Union does not have a Community Services Department, the convention resolved that Teamster leaders everywhere be urged to support community services covering the full range of health and welfare "because it is necessary that we have a voice along with other citizens in the country in the planning, policy-making, and administration of social welfare programs . . ."

Resolution

Deregulation of Transportation Industry

WHEREAS, Powerful forces are currently pushing proposals to deregulate the transportation industry and remove controls on rates, routes and operating rights; and

WHEREAS, Both the trucking industry and the Teamsters Union have matured and prospered under regulation, which ended the rate chiseling, wildcatting chaos that existed in the industry prior to regulation; and

WHEREAS, Deregulation would unstabilize the trucking industry, restore the rate wars and rate discrimination that existed in the past, and reduce the motor carriers' ability to pay and thereby build up pressure for cutting wages; and

WHEREAS, Deregulation would also create an over-supply of small and financially unstable trucking firms and "gypsy" operators who would cut rates, "roam the fields," and pick and choose the most profitable routes and most desirable traffic, thereby jeopardizing and wiping out the value of the existing rights of the established carriers presently covered by our National Master Freight Agreement; and

WHEREAS, This process would weaken the ability of our fair employers covered by our master freight agreement to pay our negotiated wages, hours and working conditions and tear down the stability and national scope of bargaining which has equalized wages and conditions of employment for our members; and

WHEREAS, Economic regulation provides the legal basis for safety regulation in trucking, for the protection of the driving public, and deregulation would undercut the authority to issue and enforce safety regulations;

NOW, THEREFORE BE IT RESOLVED, That the International Brotherhood of Teamsters, in convention assembled, go on record to oppose any proposals to deregulate the trucking industry; and

BE IT FURTHER RESOLVED, That the International Brotherhood of Teamsters join forces with responsible elements of the trucking industry in a common cause to defeat efforts to de-control and de-regulate the trucking industry; and

BE IT FURTHER RESOLVED, That our local unions, joint councils and area conferences mobilize their membership in a concerted drive to inform the President of the United States, the Secretary of the Department of Transportation, and members of the Congress that they strongly oppose any deregulation proposals as injurious to a stable trucking industry, a sound transportation system, and preservation of the working standards achieved by our Union for our members employed in the trucking industry; and

BE IT FURTHER RESOLVED, That a copy of this resolution be submitted to the President of the United States, the Secretary of the Department of Transportation, and the members of Congress.

Resolution

Teamster Labor Institute

WHEREAS, The International Brotherhood of Teamsters established the Teamster Labor Institute to provide the officers of affiliated local unions with a program of labor education to better equip such officers to meet the problems confronting labor organizations during the seventies; and

WHEREAS, Many officers and business agents have benefited tremendously by learning from experienced personnel the hows, whys and wherefores of being successful and knowledgeable officers.

NOW, THEREFORE BE IT RESOLVED, That the 20th convention of the International Brotherhood of Teamsters commends its International officers for their pioneering efforts in this area and endorses the continuation and extension of this program of labor education.

Officers' Report

IBT Achievements Noted For Convention Delegates

ALL delegates and alternates attending the 20th convention of the International Brotherhood of Teamsters received a 139-page "Officers' Report" to bring them up to date on IBT achievements of the past five years and to discuss prospects for the future.

The report was prepared jointly by General President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn.

It ranged through a broad spectrum of topics from collective bargaining gains to organizing, through finances and into the day-by-day operation of the various departments at the International Union headquarters in Washington, D.C.

Most noteworthy, of course, was the breaking of the 2-million membership mark by the International in November, 1968, during the peak season of activity. The peak has been exceeded in each year since.

The annual International Union membership average has increased each year also. In 1966, the average for the year was 1,610,000. By 1970, it had reached 1,830,000.

"In 1967," read the report, "the International Union conducted the largest contract mail referendum ever held in labor affairs to consummate negotiations for renewal of the National Master Freight Agreement." The mammoth task of polling more than 400,000 members was conducted under the supervision of the U.S. Department of Labor at the request of Frank Fitzsimmons, then General Vice President.

A notable achievement inspired by Fitzsimmons was the establishment of the Teamster Labor Institute in Miami, Fla., in recognition of the need for an intra-union educational program to assist Teamster officers and representatives in bringing them up-to-date on the latest developments in the field of collective bargaining. The school opened in October, 1969, and nearly 1,500 Teamster officials have benefitted from the 2-week course.

In 1969, the IBT joined with the United Auto Workers to found the Alliance for Labor Action. The development of the ALA was prompted by concern about the lack of thrust being given to pressing social and labor problems by the trade union movement. Since its founding, ALA has made outstanding gains in organizing campaigns and social action programs.

Physical Well Being

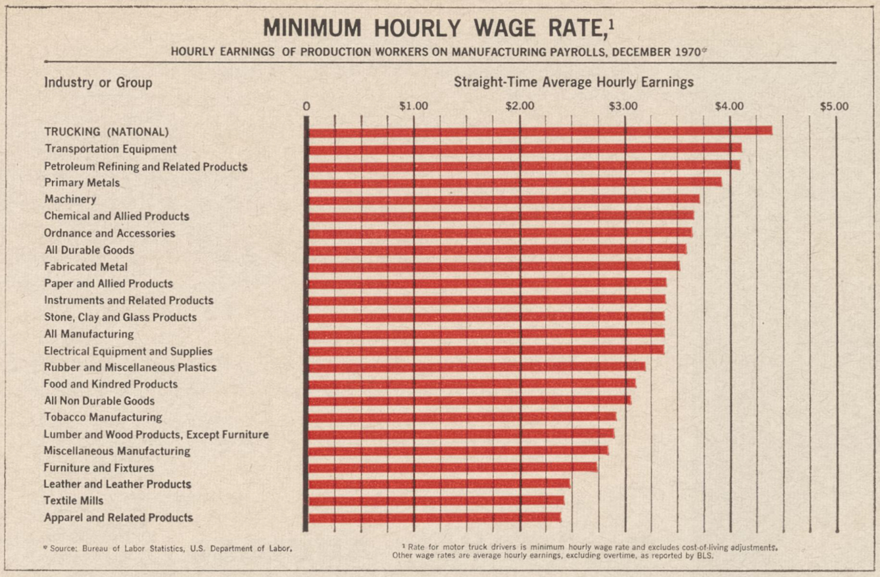
Another important development that now is making headway toward improving the physical well-being of truck drivers resulted from a testimonial dinner honoring Frank Fitzsimmons. Funds from the dinner went to improve research facilities at the Michigan State Hospital unit in Pontiac. The unit is known as the Frank E. Fitzsimmons Experimental Surgical Complex. Since then, the facilities have improved immeasurably and research has already resulted in important findings related to environmental hazards in the cab of a truck. The federal government is using the findings as an aid in developing noise standards in trucking.

There were many other achievements through the years with probably the most outstanding overall being the uplifting of wages, hours and conditions for the membership in general. In addition, health and welfare and pension plans have enjoyed vast improvements and in most instances are the highest in history.

Annual earnings per full-time employee in trucking and warehousing—compared with other major industries in 1969, according to the U.S. Department of Commerce—came to $9,881 at the top of the list.

In trucking alone, the minimum

The Officers' Report Committee, chaired jointly by Vice Presidents Joseph Diviny and Ray Schoessling, is shown during a break.



MINIMUM HOURLY WAGE RATE,[1]

HOURLY EARNINGS OF PRODUCTION WORKERS ON MANUFACTURING PAYROLLS, DECEMBER 1970*

* Source: Bureau of Labor Statistics, U.S. Department of Labor.

[1] Rate for motor truck drivers is minimum hourly wage rate and excludes cost-of-living adjustments. Other wage rates are average hourly earnings, excluding overtime, as reported by BLS.

hourly wage rate nationally neared the $4.50 mark in December, 1970—a mark topping all other payrolls in manufacturing.

During all the time that wage increases were won, the contracts were amended constantly at each negotiation to meet the ever-increasing complexities of the law and the working place. As in the past, Teamsters Union members enjoy the latest innovations guaranteeing contract protection and job security.

Organizing

Delegates learned from the Officers' Report that in terms of organizing the unorganized, affiliates of the IBT have far out-paced all other trade unions in the land during the past five years.

Of the 11,874 representation elections in which Teamster affiliates have participated in the 1966-70 period, they won 6,430 or nearly 55 per cent.

Of the more than one-half million employees eligible to vote in those ballots conducted by the National Labor Relations Board, some 213,450 voted to go Teamster. More than half the new Teamsters, incidentally, were gained in industrial plant balloting.

One of 180

The balloting success of the Teamsters is significant when it is remembered that the IBT is but one of some 180 national and international unions headquartered in the United States—besides the numberless local independent unions, associations and company-dominated organizations.

Throughout this period of sustained growth of the Teamsters, largest in the free world, the Union's approach to collective bargaining has not changed in principle.

Teamster bargaining remains tailored to the needs of the working men and women represented by the various local unions. Where expertise is needed in a field perhaps newly-organized for the first time, for example, the skill and knowledge is sought out and directed into the breach to gain quickly what comes to be known in short order as a standard Teamster contract with provisions generally found in most other Teamster agreements.

Trade Divisions

To further streamline the Teamster approach to bargaining, the IBT general executive board restyled its system of trade divisions since the 1966 convention. Whereas before there was nearly a score of divisions and conferences, some of them a trifle unwieldy in terms of jurisdiction, now there are only seven major divisions. Each division today has an active, full-time leadership.

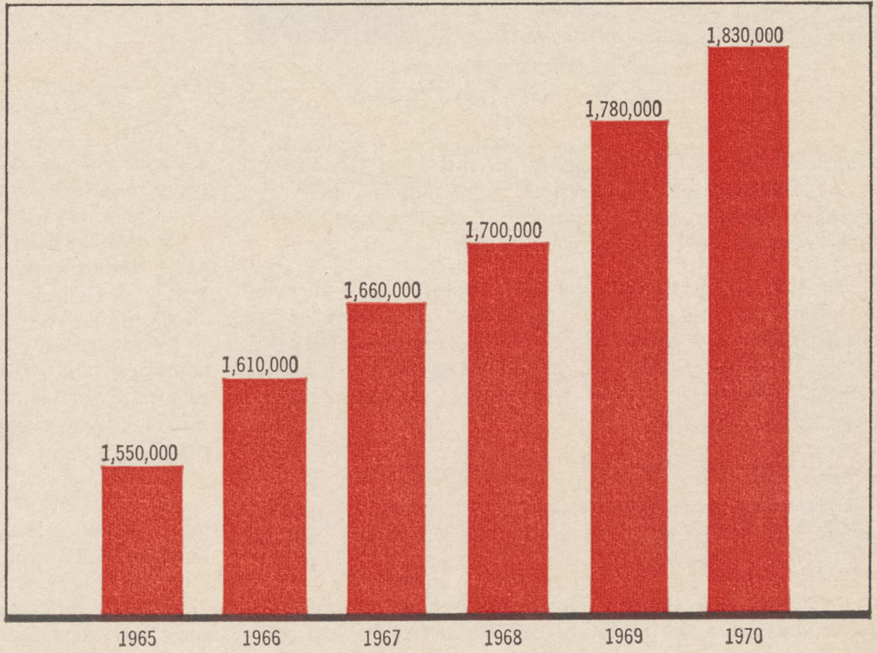
In terms of International Union finances, some changes have been made since the 19th convention. The major change was made in July, 1969, with the establishment of a Defense Fund. The general executive board action transferred $55 million of the IBT's assets from the General Fund to the new Defense Fund. Now a regular portion of per capita is paid into the Defense Fund to underwrite out-of-work benefits as set in the constitution.

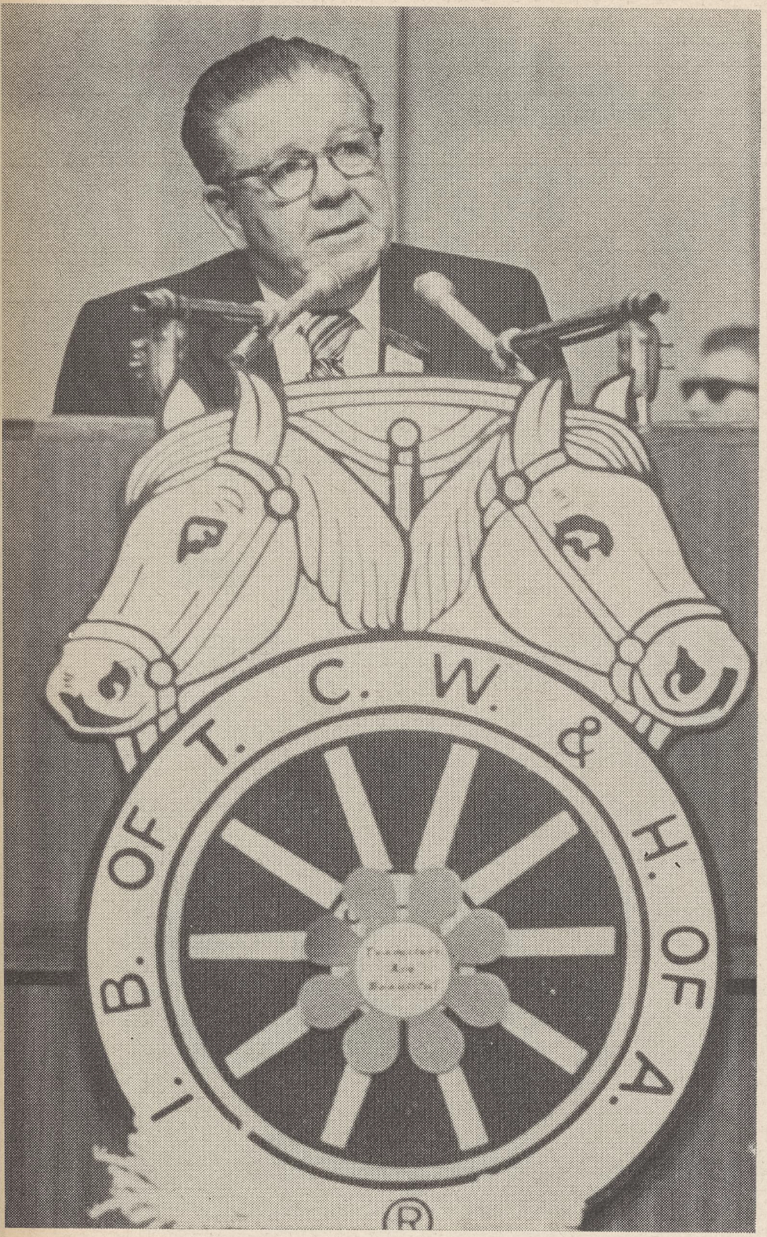
Investment Program

The International Union now has a more broad investment program, managed by a much larger staff, than in the past and investments have almost doubled what they were in 1966. Happily, the yield of the portfolio has also increased as a result of concerted attention to this activity.

Enlargement of the International's computer program, improvements in the headquarters physical properties, and a large increase in the number of personnel—all have helped to make more effective the International's ability to coordinate and provide service to Teamster affiliates across the land.

ANNUAL INTERNATIONAL MEMBERSHIP AVERAGE





Fitzsimmons Reports

Convention Address

Fitzsimmons Calls For Greater Attention To Membership Needs

FIVE YEARS AGO, delegates to the 19th Convention of the International Brotherhood of Teamsters bestowed an honor upon me by unanimously electing me General Vice President of this great organization.

For the last four and one half years, I have directed the affairs of this International Union. A report of the stewardship of the International Union is in your delegate's kit. It is a report that will be reviewed by a committee of this Convention which will have a recommendation for your consideration.

I will stand on the report of that committee.

Two things are paramount to my report to you here today. The first is to clear up a common misconception.

In the beginning, our International Union was formed to represent team drivers. Down through the years motor freight has been the main thrust. While freight still plays a major role in our considerations, the Teamsters is much more than just a truck drivers union.

Delegates here negotiate agreements at nearly every place where wage earners are employed in the United States, in Canada, and in Puerto Rico.

You negotiate for public service employees, for driver salesmen and plant workers, in bread and milk. You negotiate for airline employees, for zoo keepers, for meter maids, for workers in school lunch programs, and many other classes of workers too numerous to name.

But your efforts have not gone unnoticed in my office, and I want to extend my thanks and personal congratulations to all of you here and now.

Secondly, accepting the fact that this Convention is only convened for the benefit of the membership, I believe

'We don't negotiate food stamps. We don't negotiate a welfare system. We don't negotiate aid to dependent children. We negotiate wages which wipe out the need for stamps, welfare, aid and handouts.'

we should have our eyes not on what has happened in the past, but what will happen in the future.

I can think of no better way than to address ourselves to the question:

"What will affect the membership we represent in the years ahead?"

We can begin with the obvious answer that our members are affected by wages, hours and conditions we negotiate. We have been called a bread and butter union. I see nothing but honorable connotations in such a designation.

In the beginning, bread and butter were the issues. Simply obtaining for workers a wage which would sustain them and their families.

When I think about those early days, I am reminded of a drowning man who has been pulled out of a lake. Some form of artificial respiration is the immediate need. Later, he is taken to the hospital for further care which restores him to good health.

In the beginnings of our Union, we had to put something on the table so the worker could sustain himself. In subsequent years, we had to refine our contracts to provide for even better wages.

But, the refinement also had to apply to hours of work which were compatible with the worker's total existence. We had to release him from slavery to a job and give him time to spend with his family, in recreation, and in other pursuits which are certainly a requisite to a full and meaningful life.

Conditions of work were part of that refinement. Was man secure in his job? Or, was he forever to be at the whim and fancy of a foreman or boss? Further as a condition of work, it was necessary to establish rules, agreed to by employers, which would make the job site a safe and pleasant place to be, without constant frustrations and indignities which no man or woman, under God, should suffer as a condition of receiving a paycheck.

Look at our contracts today. We can say confidently that we have accomplished those basic goals.

We must now fight equally as hard to see that those wages, those hours, and those conditions are not eroded away by outside influences which daily threaten our contracts, and by influences which threaten the fuller meaning of life which we seek for our members.

What affects the membership?

Take any of the contracts in our files today. In a period of price stability, our members under those contracts do enjoy a higher standard of living.

Without inflation, our members could realize some dreams—a larger home, an education for their children, perhaps a new boat, or a summer cottage—or, any number of material things which commercials on television and ads in newspapers lead one to believe are within easy reach of every consumer.

It seems to me we are in dire danger of experiencing another crash such as occurred in 1929, or a bad recession, several of which have occurred since 1929.

And, if the economy goes under, what we have negotiated can go down the drain of bankruptcies of trucking companies, warehouse operations, dairy and bread operations, or in any one of thousands and thousands of different places where our members are employed.

There is another problem. Where are the plans for moving into a peace-time economy when the troops are finally returned from Vietnam? Is anyone planning to pump money into the housing industry?

Does anyone have a plan to destroy the ghettos and replace them with decent living quarters for millions of Americans who now live among the rats, among muggers and dope pushers? Yes, conditions which make people stand up and shout about what they think is wrong with America—instead of what is right with America.

Does anyone have a plan for a workable mass transit system so our membership can get to and from work without sitting for hours on crowded freeways breathing exhaust fumes? I know of few such plans.

Where are the planners on the question of putting people to work at meaningful jobs in a peace-time economy? We heard a lot recently about the refusal of the Congress to go along with the S-S-T program. I don't argue here the pros and cons of S-S-T.

But I do argue for a system which has positive plans for men and women in Seattle to work at meaningful jobs, instead of trying to work out a stop-gap welfare system to keep them from starving.

Is it not possible for Boeing and other such defense contractors to switch to production of things Americans need?

Yes, when I ask myself the question: "What affects our membership?" I can only conclude that if we contribute to their fullness of life, we must speak out demanding that things be turned around to provide a man with a job in which he contributes with his labor to the development of America.

'Everyone of you here today is a leader. When you speak out, you speak with influence. When you speak, unorganized workers listen. When you speak, your membership listens. When you speak, employers listen.'

Vice President Murray W. Miller was chairman of the Rules Committee. The report of the committee was adopted by delegates and governed convention procedure. Miller also served as chairman of the Arrangements Committee, making it the fourth time Miller has tackled that job with tremendous success.

If national priorities are in proper order, American working men and women will hold their hands in the air, and proudly say to the world:

"With these hands we labor to build—not destroy."

Then, men and women will stand on main street in every community in the nation and say: "Things are right with America."

And, I venture to say that the young people of America will join enthusiastically in the chorus and help sing the message to the world.

What affects the membership we represent?

The poverty and misery of his fellow Americans. If his table is full of the necessities of life, with dessert in the refrigerator while his neighbor's table is bare—he lives an empty moral life, and—in a selfish sense—is in constant danger of losing all that fills his belly so full.

What affects our membership?

Low-paying industries, protected in so many cases by the laws of the land. Yes, laws which are nothing more than a subsidy from taxpayers who must pick up the difference between starvation wages and what that worker needs to sustain himself.

Low-paying industries are a constant threat to wages and conditions our members enjoy. They are a lid on what we can negotiate in the future. How can we go to the bargaining table with fair employers and demand more when their competition is unorganized?

That is our obligation for the future—not only to redouble our efforts to organize non-union industries, but also to speak out for removal of legislation which lets many industries escape the obligation to pay a fair wage for a fair day's work.

What affects our membership?

We know that millions of Americans live in slums and ghettos. But, also, many of our members live in substandard housing—not because their wages don't command better housing, but because new housing in this country is available to only those in upper income brackets. Very little middle or low income housing is being built.

If we are going to demand services from the sanitation men, yes, from the teacher in our public schools, from the policeman, the fireman, in the communities in which we live, we are going to make housing available in those communities which those who provide such services can afford. We can't continue a policy of segregating lower income groups away from the places where they work.

What affects the membership?

Several months ago, we held a conference on tax justice in the nation's capital. The nation was on the brink of a taxpayer's revolution.

Eventually, one of the first tax reform laws in many scores of years cleared the Congress. Some relief was obtained for the members we represent.

But, it was not an entirely equitable tax reform. Tax laws are still full of loop-holes for the rich.

The simple fact is that the worker cannot afford a tax attorney to help him in legalized tax evasion as corporations can. We must continue to speak up for a fair and just tax system, with everyone paying his fair share, because rebuilding America will require high taxes in years to come.

What affects the membership we represent?

Certainly the present incomes policy of the federal government. Today, government says to workers:

"Hold down your wage demands. Help us fight inflation."

Occasionally, we hear about wages and price controls. But, no one in high government says with determination: "Hold down prices and help us fight inflation." Other forms of income don't even receive mention.

No one says anything about profits, rents, interest on borrowed money, limits on land values which affect prices members must pay for homes, or taxes which must be paid to purchase land for roads, schools, and government building programs.

Let's talk for a moment about something else which affects the members we represent. Let's address ourselves to federal labor policy and legislative proposals.

Take a simple number. We call it 14(b). You all know it is that section of the National Labor Relations Act which permits the various states to pass compulsory open shop laws.

Let's talk about legislative proposals, ever present, which impose compulsory settlements on members of organized labor. Let's talk about ever present proposals for passage of no-strike laws, or for third parties to impose settlements in the transportation industry.

Let's talk about wage stabilization boards in the building trades.

Let's talk about all of the restraints put around the neck of organized labor.

We've talked about them before until they have become like a case of the itch which we scratch but do nothing to treat.

I say, beginning right now, we in the Teamsters and in organized labor must get up off our "behinds" and say to the politicians:

We are no longer going to tolerate this nonsense. We won't tolerate it because we know it is wrong, and we know something else:

We know that the only genuine war on poverty ever waged in this country has been waged by the labor movement.

We don't negotiate food stamps. We don't negotiate a welfare system. We don't negotiate aid to dependent children.

We negotiate wages which wipe out the need for stamps, welfare, aid and handouts. We negotiate dignity and pride for members who are able to support themselves. And we can do it for the nation's poor if government policy doesn't stop us.

Those are some of the things which affect our membership, without even talking about such issues as:

Lack of a National Health Plan;

The fact that only lip service is being paid to the crisis of pollution of our environment;

Without talking about government highway safety regulations which at this point, single out only the professional truck drivers, and leave the main causes of highway slaughter untouched;

Without talking about the proposed de-regulation of the transportation industry, which would destroy present equitable rules which permit the trucking industry to be competitive and make progress, and permit the union to negotiate freely for wages and benefits. I am proposing a resolution on this for consideration by this Convention.

Yes, there are so many things that affect our membership which time here will not let us discuss. You work with the membership day in and day out. You know their needs.

In the future, we must set out to fulfill not only their needs in collective bargaining, but also in areas outside the bargaining table which can make fine contracts meaningless if left unattended.

So, it is sufficient here today to say that we have come a long way from the early beginnings of our organization. Each period in our history has had its priorities.

Our first General President, Cornelius Shea, fought for basic wages.

Dan Tobin fought to build an organization big enough and solvent enough to be effective in issues of his day and in future periods.

Convention Sergeants-at-Arms handled a big job keeping an orderly flow of delegates, alternates and guests into proper seating areas at convention hall. M. E. Anderson, Local 986, and James Clift, Local 337, Detroit, were co-chairmen of the Sergeants-at-Arms.

Dave Beck saw the need for area conference structure and brought that about.

Jimmy Hoffa and many of us here today saw the need for national agreements with national concerns, and we have developed that basic and necessary approach to bargaining today with the giants in our corporate structure.

What is the pressing need now and during the next five years for which we plan at this Convention?

Foremost is the need for you as leaders of men to speak out.

We must rebuild an America which has become a shambles of neglect.

Yes, we must rebuild America so all of our brothers and sisters share in the health and affluence.

How do we do this?

Simply by speaking out and demanding that the nation take this course. The solutions are not difficult to come by. We all know what must be done. But, no one is demanding that we steer a proper course.

Everyone of you here today is a leader. When you speak out, you speak with influence. When you speak unorganized workers listen. When you speak, your membership listens. When you speak, employers listen. And if you will speak out to the politicians, they will listen too. There is no law that says we must stand in awe of politicians. When you finally begin to tell them that the people of America will decide the issues and they are only to implement them, we will take a giant step down the road to rebuilding America.

I have told you before that I am always amazed by you. Let the most powerful management in the nation mistreat the membership of our smallest local union, and the leadership of that union speaks out and says loud and clearly: "Stop that stuff, we will not tolerate it. You don't tolerate it."

Let someone propose a law that leads our members down the primrose path, however, and our lips are sealed and our tongues are like stone.

Starting today, let's resolve that when anyone comes up with a scheme which will erode the meaning of wages and hours and conditions for the membership, we will stand up and shout a resounding "NO" and tell them it won't be that way any more!

Let's resolve here and now that as we continue to devote the same energy and time to negotiating fine contracts, we take that further step to insure that Americans are employed at useful work which gives them pride and love for country.

And that our government will be sensitive and responsive to their needs in all aspects of their lives.

Because a nation of workers employed at useful work with a responsive government will be a proud and happy people. In their own way, they will put an end to hate and division, and will truly fulfill that phrase in the pledge—one nation, under God, with liberty and justice for all.

That is our destiny for the next five years. Knowing you as I do, I am confident that you will take up that course with conviction and will win the battle, just as you win your strikes, your organizing campaigns, and your confrontations at the bargaining table.

Thank you.

VOTE FOR
FITZSIMMONS

A happy moment in the lives of a Teamster family. As the sign says, father is the Teamster general president. Gary, left, and his sister, Carol, were able campaign managers. Mrs. Fitzsimmons, Pat, is obviously very pleased with the election results.

Flynn Reports

Convention Report

Flynn Outlines Modern Approach to Union Bookkeeping

AT the 1957 Convention of the International Brotherhood of Teamsters, Delegates elected me a Vice President of this great organization. It was an honor I will always treasure. The honor was bestowed again in 1961 and in 1966.

Since that time, events have taken the General Secretary-Treasurer you elected that day to his reward. Again, an honor was bestowed upon me when I was appointed to serve out the term of John F. English.

While we were preparing for this Convention, and we began months ago in Washington, D. C., it came to my attention that 52 per cent of the Delegates to this Convention would be attending a Teamser Convention for the first time. So, in addition to extending my welcome to the many Delegates who have been here before, let me extend the same warm welcome of Brotherhood to the youngsters. We need you and your new ideas, and I say when we become too old to listen to you, we who have been here before had better look at our hole card.

There is a temptation, with so many youngsters with us, to stand here and review my history with the Teamsters which goes back before some of you were born. It is a difficult temptation to fight off, but rest easy in your seats—I am not going to do that.

I will only say that some of the lessons the oldtimers here have learned will never be forgotten because they were learned the hard way.

The most important thing for young and old together to remember, however, is:

"NEVER HARM A BROTHER OR
SEE A BROTHER HARMED."

That is but another way of saying: "If they can't divide

'One branch of government or another has scrutinized our bookkeeping and we always receive a clean bill of health.'

us, they will never beat us."

I listened with interest to the report of our General President Frank Fitzsimmons. When he said that the best way to serve the membership is to look to the future, I agreed 100 per cent.

Frank has done an outstanding job these past four and one half years. He deserves the eternal gratitude of all of us. He took over this International under the most adverse conditions. He carried us through every rough situation.

Two weeks ago, he had the President of the United States visit with the General Executive Board and the Constitution Committee. That kind of recognition of our Union is progress in any league.

You all have a copy of the Officers' Report to the Convention. You can read it over a cup of tea—or other liquid to your liking. I am confident that the report of the General Secretary-Treasurer is one of progress. And, you will get a chance to agree or disagree before this Convention adjourns.

If you have read the Constitution lately, you are aware that the General Secretary-Treasurer, and the General President, with the approval of the General Executive Board, have responsibility for all income and disbursements.

In the administration of my office, I have direct responsibility for some 130 employees. They are 130 servants of the International Union who are constantly reminded that the reason for their jobs is to serve the affiliated organizations of the International Union.

One of my responsibilities is control and investment of International Union monies. I can tell you that the investment of this money is not handled by a bank or a third party.

The Investment Department of the International Union handles each and every penny, including Pension Funds. The Investment Department is responsible to me and to the Finance Committee. In the Officers' Report is a summation of the activities of the Investment Department, and again, I feel that report is an excellent accounting of the investment of the International Union money.

I guess, more than any organization in the world, the financial records of the Teamsters have been in public view. It seems that at one time or another, one branch of government or another has scrutinized our bookkeeping, and we always receive a clean bill of health.

Your headquarters building in Washington, D. C., was dedicated in 1955. That was 15 years ago. It has been necessary in the past two years to give the headquarters building a face-lifting. We have made repairs and modernizations, and it is still a showplace among Washington buildings. More importantly it is a functional place from which to provide service to the rank-and-file members.

As some of us get older, there is, as I said, a temptation to look back and reflect upon our past glories.

However, I am well aware that the days of the team drivers are now a glorious part of our history. I also know that the 20th century is fast drawing to a close, and what were yesterday's innovations are today's out-moded methods of doing business.

I operate on the theory that you in the field should be free to spend all your efforts organizing the unorganized and servicing your contracts. Additionally, you should have time to think and develop programs to provide the greatest social benefit to the membership, insuring that the total ideal of trade unionism will come true.

In that regard, since you last met in Convention, I have expanded the staff of the International Union Auditors to nine. This was done to make their services more readily available, and I think you are finding that our Auditors are men upon whom you can rely and in whom you may confide.

I can say without question that the installation of a data processing system is the most controversial change I have made. There are objections, much the same as there were when the International Union converted from stamps and dues books to the National Cash Register System.

Actually, the International Union has been using computers for some eight years. It would be impossible for a Union of two million members to operate without them.

The International payroll, mailing lists, and out-of-work benefit forms all are on computers, and this approach has simplified our work and yours.

The mailing list is invaluable for regular communications like mailing the International Union magazine. Many Local Unions use the International Union mailing list for communication with their memberships. It is used in notices of nominations and in elections.

We decided to expand this computer service and make it available to all Local Unions. Today, there is an entire Joint Council with over 55,000 members covered by the data processing program.

I cannot emphasize too strongly that this program is 100 per cent voluntary. Tom Flynn's life-long policy is to deal up on top the table. So, there is at this Convention an actual demonstration of the data processing system, and further a movie is available to you for further explanation and information.

Basically, the system will relieve you of the drudgery of maintaining ledger cards and related records. The International will not handle any of your money. The International will not maintain your financial records.

'. . . some of the lessons the oldtimers here have learned will never be forgotten because they were learned the hard way. The most important thing for young and old together to remember, however, is: "Never harm a brother or see a brother harmed." That is but another way of saying, "If they can't divide us, they will never beat us." '

We will keep membership records on the computers, and they will be available to the Local Union merely by pushing a button.

The system is as easy to operate as your TV set or an adding machine.

I ask each and every one of you, as an obligation to yourself and to your membership, to visit our data processing exhibit.

Ask as many questions as you have. Raise as many problems as you can. And satisfy yourself as to what the system can accomplish.

I assure you, you will be amazed, and you will alert us to every conceivable issue, thus assisting us in finding solutions.

This is progress, yes, this is 21st century stuff, and in a modern world, it is the most modern system available, it should be available to you, just as it is to the corporations with whom each of you meet across the bargaining table.

Well, I talked earlier about the disbursement of money. Again, it is all in the Officers' Report. We spend a lot of money organizing the non-union worker.

We spend a lot of money in litigation, sometimes because of damage suits which need not have been. We have contributed a lot of money to social causes through the A. L. A. The Teamster Labor Institute costs money. The Affiliates Pension Fund costs money. The International Teamster magazine costs money.

So, when someone says, "where does the money go?" tell them to look at the Officers' Report, and ask them if they want any of the services cut out. They will respond with a resounding "no."

Economists tell us that inflation is increasing at the rate of five per cent a year. Since the last convention, it has increased over 30 per cent. When we meet five years from now, the value of the dollar will have decreased by 25 per cent.

The facts about what it costs to operate the International Union are in your hands. None of you just got off the boat. You all know that by convention action you are going to have to consider the facts and take the appropriate action to keep the International Union solvent, so that the member, his wife and children are secure in the knowledge that the Teamsters can protect their interests.

Over four decades the Teamsters have been good to me. Tom Flynn is not in need, except to see that this International Union builds properly for the future. It has been my life's work. When I decide my working days are over, I want to be secure in the knowledge that I have given you every guidance in preparing for the years ahead.

That is my report to this convention. They are facts of which I am proud. I want to thank my staff and especially the members of the General Executive Board and the International Union Trustees.

In closing, let me say that I am proud to be a Teamster. I thank God that my wife, Mildred, my children, and grandchildren are here today to enjoy this convention with me. I want to thank each and every one of you. It has been great to work for you and with you.

In the Swing of Things

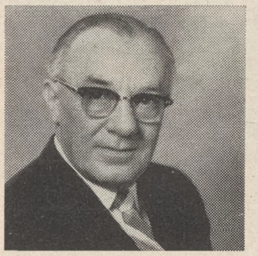
FITZ
GUEST
THE TEAMSTERS

This pretty little lady, a convention guest, had the right spirit even though the hoopla and speeches must have been bewildering to her at times. But, everyone predicts she'll be an articulate spokeswoman for Teamsters in years to come.

LOCAL 710 CHICAGO
VOTE for William J. (BILL) McCARTHY VICE PRES.
McCARTHY'S NEW ENGLAND TEAMSTERS
Re-Elect MURRAY W. MILLER 4th VICE-PRESIDENT
ELECT JOSEPH W. MORGAN 14th VICE-PRESIDENT
JOINT COUNCIL No. 25
100% FOR THE SLATE
FLYNN - SCHOESSLING
ALL STAR TEAMSTERS
ALL THE WAY WITH RAY
SCHOESSLING
I'm for BOBBY HOLMES 7th Vice President
BOBBY HOLMES a proven leader
VOTE FOR JOE (T) TREROTOLA JOINT COUNCIL 16 VICE PRES.
VOTE FOR SALVATORE (SAM) PROVENZANO VICE PRES.
DRIVE

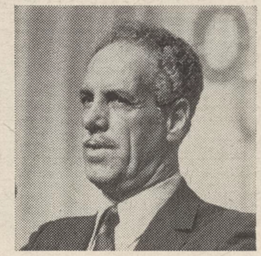
Additional Voices

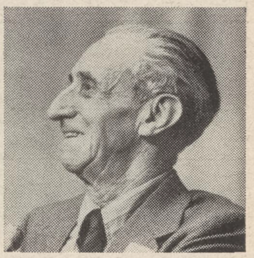
Introductions, Messages of Guests to Convention


Harry Tevis
Former Vice President

William Lee
Former Vice President

Frank Brewster
Former Vice President


Peter Bommarito
Rubber Workers


Harry Bridges
ILWU

Curtis Counts
Mediation Service

Lawrence Palacios
Laundry Workers

Charles Levinson
Chemical Workers
Switzerland

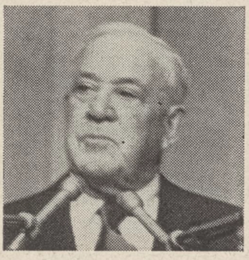
Jay Dermer
Miami Beach Mayor

Edward Stephenson
Dade County
Federation

Daniel M. Gallagher
Michigan Labor Board

Rocky Pomerance
Miami Police Chief

Thomas Lloyd
Meatcutters


Joseph Keenan
Electrical Workers

MORE than two dozen guests invited to the IBT 20th Convention either spoke briefly or sent letters to the delegates meeting in Miami Beach, Fla.

Speaking briefly at the podium in the order of their appearance were:

Rocky Pomerance, chief of police, Miami Beach, Fla.

Jay Dermer, mayor, Miami Beach, Fla.

Edward T. Stephenson, president, Dade County Federation of Labor.

John A. Barley, assistant director, Division of Labor, Florida Department of Commerce.

Daniel M. Gallagher, mediator, Michigan Labor Mediation Board.

William Lee, president, Chicago Federation of Labor.

Lawrence R. Palacios, president, Laundry, Dry Cleaning and Dye House Workers International Union.

Joseph D. Keenan, secretary, International Brotherhood of Electrical Workers.

Charles Levinson, secretary-general, International Chemical Workers Union, Federation of Switzerland.

Peter Bommarito, president, United Rubber, Cork, Linoleum and Plastic Workers of America.

Frank Brewster, former vice president, International Brotherhood of Teamsters.

Curtis Counts, director, Federal Mediation and Conciliation Service.

Thomas Lloyd, president, Meat Cutters and Butcher Workers.

Andrew A. Pettis, president, Industrial Union of Marine and Shipbuilding of Workers of America.

Harry Bridges, president, International Longshoremen's and Warehousemen's Union.

Thomas W. Gleason, Sr., president, International Longshoremen's Association.

Communications were received and read to the convention from the following:

Alexander J. Rohan, president, International Printing Pressmen and Assistants Union of North America.

Hunter P. Wharton, president, International Union of Operating Engineers.

Sal B. Hoffman, president, Upholsterers' International Union of North America.

Anthony Provenzano, former vice president, International Brotherhood of Teamsters.

Donald Q. Lewis, vice president, Iowa State Federation of Labor.

Homer E. Patton, secretary-treasurer, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers.

Jack Jones, general secretary, Transport and General Workers Union.

Peter Fosco, president, Laborers' International Union of North America.

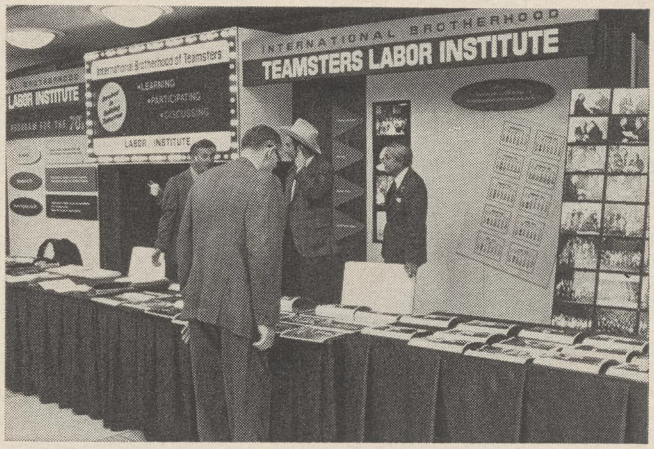
Charles Feinstein, president, International Leather Goods, Plastic and Novelty Workers' Union.

GIVE FIVE FOR DRIVE
$5.
DRIVE

Members of the DRIVE staff manned a booth, explaining the function of DRIVE and the IBT legislative program.

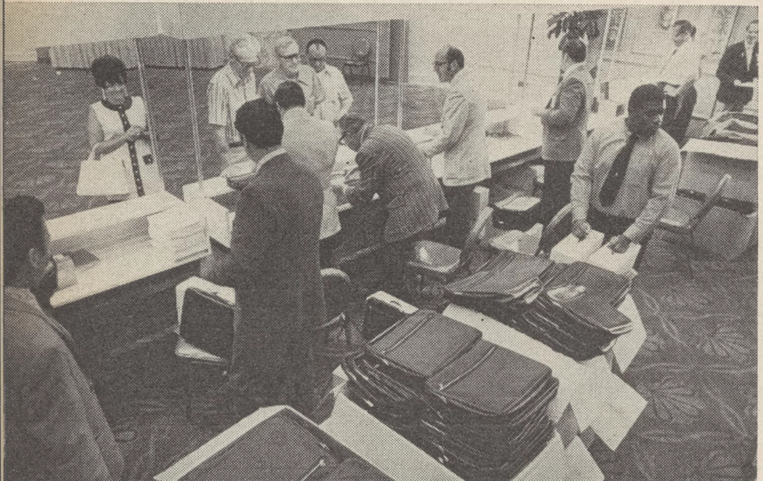
Getting ready was a big job. Here International Union staff members stuff kits with materials for the delegates.

Delegates registered in with their credentials. Here Credentials Chairman Roy Williams talks with delegates.


INTERNATIONAL BROTHERHOOD
TEAMSTERS LABOR INSTITUTE
International Brotherhood of Teamsters
LABOR INSTITUTE
•LEARNING
•PARTICIPATING
•DISCUSSING

A center of interest was the booth in the lobby of convention hall exhibited by the Teamster Labor Institute. Many delegates signed up for courses of instruction.

Once accredited, delegates picked up their convention supplies, distributed by staff members of the IBT.



More than 100 newsmen were on hand at the convention. Here, Fitzsimmons answers questions for press, radio, and television.

Delivers Letter

Teamster Delegates Hear Labor Secretary Hodgson

SECRETARY of Labor James Hodgson, early in his address to the Teamster delegation at the convention, read a letter which he had just hand-delivered to General President Frank E. Fitzsimmons from President Richard Nixon.

Following is the complete text of the letter:

It's Only Right

"It is all too often taken for granted that the daily efforts of Teamsters Union members are a cornerstone of the American economic structure. Your annual convention is a splendid opportunity for millions of Americans to be reminded of their dependence on the transportation, warehousing and other essential services of your organization. And it gives me the opportunity, on their behalf, to express my appreciation for the contributions that you and your members make to our way of life.

"It is only right that in return Teamsters expect a healthy economy with jobs at sound wages that can enable them to live in security and in the hope of continuing self-fulfillment. Nothing could be more basic to the goals of my Administration than the determination to translate your expectations into reality.

"As we move from a wartime to a peacetime economy, we have been working with steady determination to brighten the job prospects of our people and to guarantee their well-being as individuals and as members of a strong and prospering society. We will not relent in this commitment or in our resolve to see it through.

Personally Gratifying

"I found it personally gratifying to visit with the Teamsters' executive board just recently, and while I regret that I cannot be with you at this convention, I am delighted that Secretary Hodgson will be representing me.

"The confidence that I have in your future course, reinforced by our useful discussions, assures me that by working together we can make steady advances in our common objectives."

The letter was signed "Sincerely, Richard Nixon."

Secretary Hodgson then addressed himself personally to the assembled delegates, stating: "I want to tell you that we in the Labor Department have a great deal of respect for you and for the work you've been doing."

He continued: "I have always felt there was something special about the Teamsters. You don't specialize in rhetoric, you specialize in work. You've got the reputation of being tough and hard-fisted, but we in the Department have found you forthright and fair to work with."

Secretary Hodgson noted that the Teamsters Union has effectively supported government programs in manpower, equal opportunity and related plans, and added that the Nixon Administration reflects a firm belief in free collective bargaining.

He discussed the Administration's stance in bargaining, the labor market, the workplace, and emphasized that the Labor Department and other elements of the Administration would keep doors open for Teamster representatives at all times in the desire "to develop a flow of two-way information" so as to work out problems.

Secretary of Labor James Hodgson and General President Frank E. Fitzsimmons enjoy a lighter moment after the Secretary had delivered a major convention address. Hodgson brought to the convention a letter to Fitzsimmons from President Nixon which was read to the convention delegates.

Democrat Speaks

Nixon Economic Policies Attacked by Sen. Williams

IN a major address to delegates at the IBT's 20th convention, Sen. Harrison A. Williams, Jr., New Jersey Democrat, lambasted the Nixon Administration's economic policies insofar as they affect working people.

Sen. Williams, chairman of the Senate Committee on Labor and Public Welfare, took the Administration to task for nearly doubling the number of unemployed since coming into office.

Of the Administration's so-called "Game Plan," he remarked:

Welfare Payments

"I don't know where they got that name for it, and it is a little hard for me to understand the game. One thing I think is clear enough to all of us, though, we all know who lost the game."

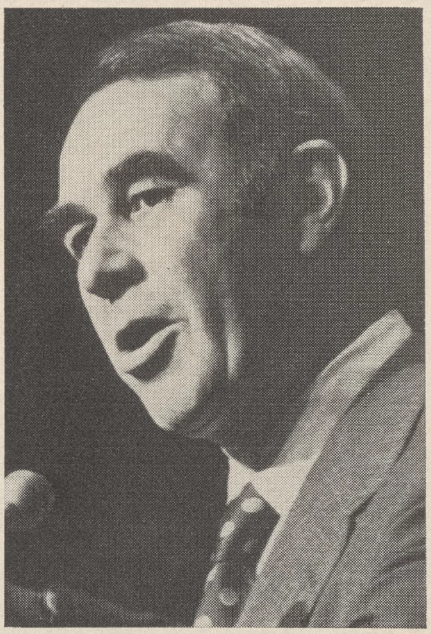
The New Jersey Democrat said the Republican game, as he saw it, was that "inflation is to be fought by blaming it on the workers and their unions, and by discouraging their attempts to obtain wage increases which are needed to catch up with the continual escalation in the cost-of-living."

As a result of President Nixon's policies, Williams asserted, more than five and a half million people are without jobs. Furthermore, the nation is now paying out unemployment compensation at the rate of $6 billion a year. At the same time, he added, welfare payments are running almost twice that amount.

"Unfortunately," said Williams, "this Admininstration approach adds up to pretty much the same old game and the working people are still losing."

11% Inflation

To bolster his points, the New Jersey Senator cited an inflation increase of more than 11 per cent in the past two years; industry's operating at three-fourths of capacity; a grand loss of consumer purchasing power; Administration opposition to increasing the minimum wage; finally, unreal though rosy predictions voiced by the Administration on the state of the economy.


Sen. Harrison A. Williams, Jr.

Sen. Williams said that in his view it was the workingman who already has borne too much of the Nixon "Game Plan." The workingman, he said, "is the one whose paycheck has been squeezed by inflation, layoffs and reduced working hours."

He added:

"While Congress has given the President broad authority to impose wage-price and credit controls, I don't believe we can expect American workers to accept wage restraints unless the same restraints are imposed on the other parts of our economy."

All Income

The statement was greeted with heavy applause from the delegates as was his next remark: "I agree with President Fitzsimmons who I know has pointed out on a number of occasions that if controls are deemed necessary, then they should be applied to all forms of income, not just money in a workingman's pocket."

In discussing the minimum wage proposals, Sen. Williams handed the Teamsters a compliment. He said:

"I want to applaud this Union and all unions where $1.60, $2.00, $2.25 is, thank goodness, no immediate personal issue, but your solid support for your brothers and sisters at the lower, lower echelons of our economy, I will tell you, is a mark of fortitude and comradeship that is to be applauded."

The Senator asserted rather emphatically that the Nixon Administration has no understanding of the workings or value of collective bargaining and gave as an example the Nixon proposal for dealing with so-called emergency labor disputes in the transportation industry.

He said that in his opinion the Nixon claim that existing law has not succeeded in preventing nationwide transportation shutdowns was erroneous.

Compulsory Bargaining

"As applied to the trucking industry," he said, "this claim is obviously unfounded, for the fact is—and you well know it—there has not been a single nationwide strike in the trucking industry during more than 23 years that the present cooling-off provisions of the National Labor Relations Act have been in effect."

Williams continued: "This by itself is a clear demonstration that the Administration's bill is not designed to cure a serious national problem but is simply an ill-advised effort to take away the right to strike and undermine the free collective bargaining process . . ."

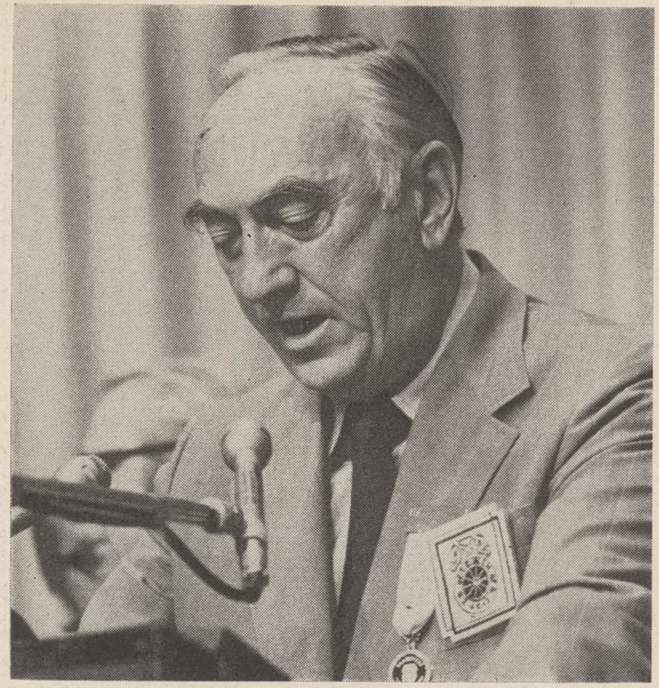
The Senator said the Administration's insistence that "this proposed form of compulsory arbitration is necessary for trucking and for other transportation industries reflects how little understanding it has of the collective bargaining system under which almost 98 per cent of all labor disputes are settled without a strike."

Teamster delegates gave the speaker another burst of applause when he commented that he was convinced "that without the right to strike, collective bargaining becomes little more than collective begging."

Workers Are Foundation

In conclusion, the New Jersey Democrat made a frank plea for support, saying:

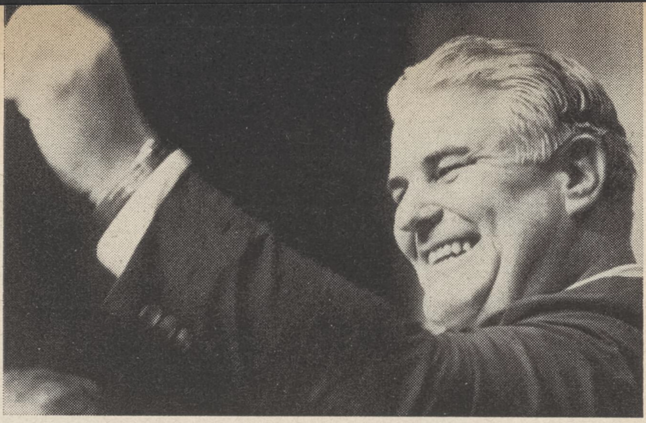
"Those of us in Congress who share your aspirations, I tell you, need your support. With that support I'm sure we will succeed in bringing back to this country a government that really has a heart, that approaches our problems with compassion and with true understanding of the needs of the people. Certainly the foundation of our strength, of our economic, our social, our national strength, is the working men and women of this nation."



Vice President Harold Gibbons reads a resolution

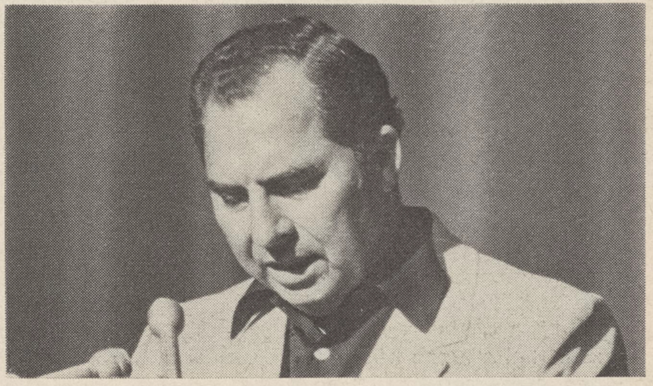
William Grami of the Western Conference served as a reading clerk.

Sam Smith of Local 795 in Wichita, Kan., served as a reading clerk.



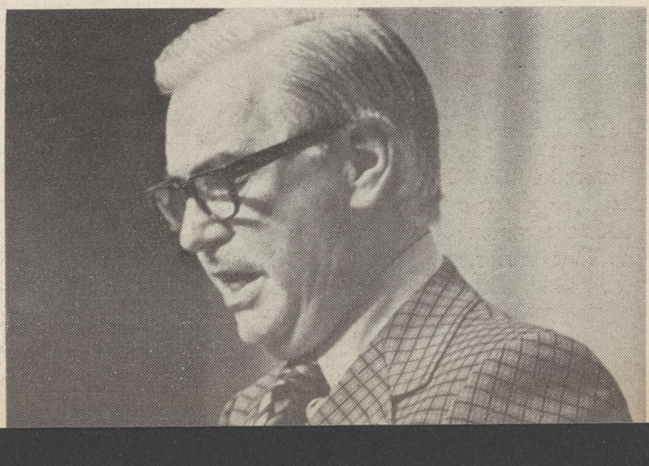
Newly elected Vice President Joseph Morgan has big victory smile.

Vice President Einar O. Mohn, speaks on constitutional change. Mohn and General President Fitzsimmons were cochairmen of the Constitution Committee.



Weldon Mathis, Fitzsimmons' executive assistant, served as reading clerk for the Constitution Committee.

John Greeley, head of the IBT Warehouse Division, was a reading clerk.



Woodcock Speech

UAW Leader Thanks IBT For Help in Time of Need

UAW President Leonard Woodcock

LEONARD Woodcock, president of the United Auto Workers, wasted no time in expressing appreciation to the Teamsters Union for its help in a time of dire need when he addressed the IBT convention.

"It was Frank Fitzsimmons," Woodcock said immediately after his opening salutation, "along with Tom Flynn and your other officers who helped the UAW in its hour of greatest need when no one else could or would, to the degree that you helped us."

He was referring to the UAW strike of General Motors in mid-September last year at which time the Auto Workers had $121 million in their strike fund "and most of our members thought that that was all the gold at Fort Knox."

But events were to prove that it was not as much gold as General Motors had and the UAW strike benefits were going out at the rate of $15 million a week. Other expenses, plus the fact that not all the strike fund was liquid, soon put the UAW in the position of having to borrow money.

The UAW got some help from the Steelworkers and the Rubberworkers, but the striking union needed more.

The UAW knocked on every door trying to get a loan on its property, and finally it was the Teamsters Union that came through with a $25 million guarantee and, said Woodcock, "the UAW will never forget."

He told the Teamster delegates, "You helped us win the General Motors strike!"

Woodcock discussed the battle with GM in some detail, some of the problems facing the nation, and concluded with a promise that the UAW would be around a long time. He added:

"The UAW is going to be strong, and under the leadership of President Fitzsimmons and your other officers, we will be proud to be allies of the International Brotherhood of Teamsters."

The delegates gave the UAW leader a standing ovation at the end of his address.

Mazey Cites IBT-UAW 'Concern'

IN a brief address to the Teamsters Union convention, Emil Mazey, secretary-treasurer of the United Auto Workers, said:

"The members of the Teamsters Union are concerned Americans.

Emil Mazey

They are concerned about the money problems that exist in our country, and we in the Auto Workers are equally concerned.

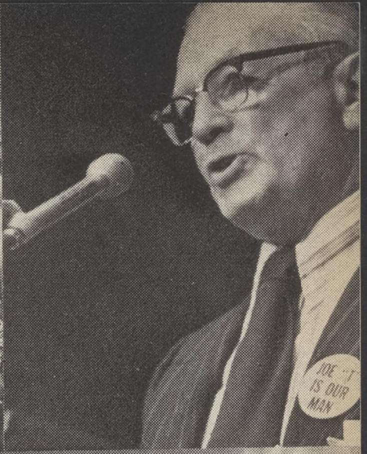
"But we are not concerned alone for the men and women that we are privileged to represent; we are concerned about the millions of Americans that have no spokesman outside of the spokesmen of the American labor movement, the unorganized, the underprivileged, the discontented, and we must continue to raise our voice and to use our strength to pass necessary social legislation so that all of the people of our country . . . can equally and more fully share in the resources of our nation so that all of the people . . . can have a kind of living standard that can give them the dignity and the security to which they are entitled."

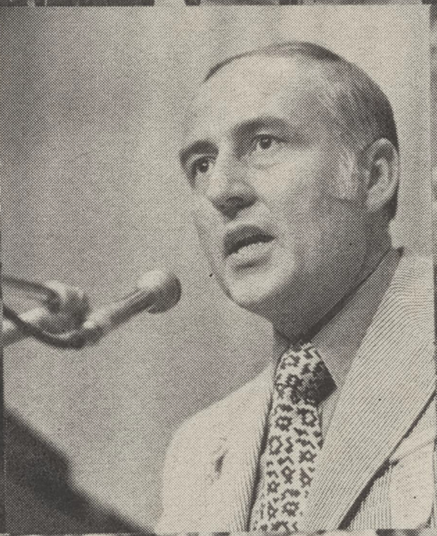
Convention Delegates Total 2,135

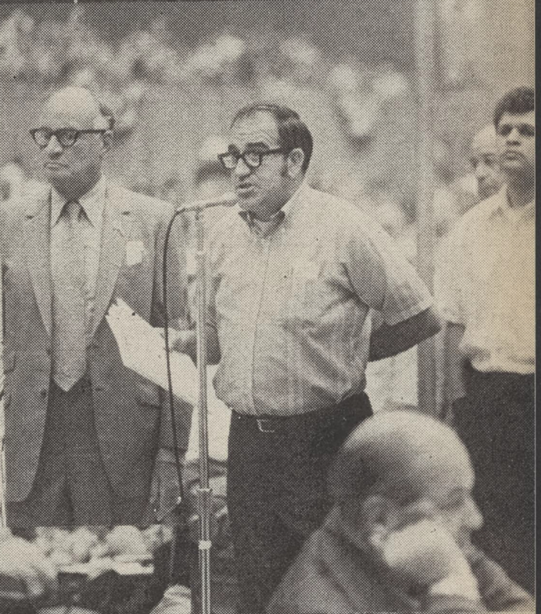
The final report of the Credentials Committee for the 20th convention of the International Brotherhood of Teamsters stated there was a total of 2,135 delegates, 514 alternates and 4,668 visitors and guests registered for the meeting.

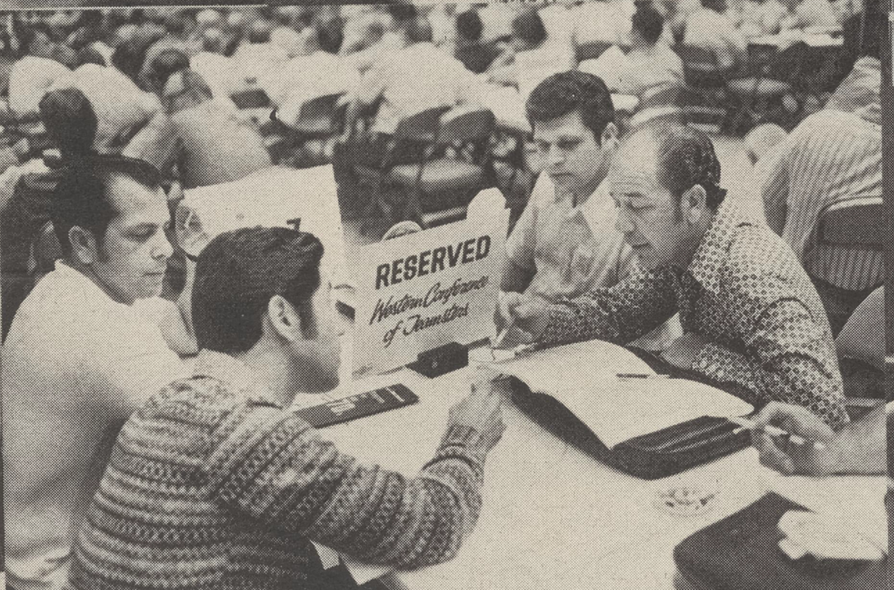
The total was considerably higher than the 1,845 delegates, nearly 500 alternates and 3,600 guests at the 19th convention.

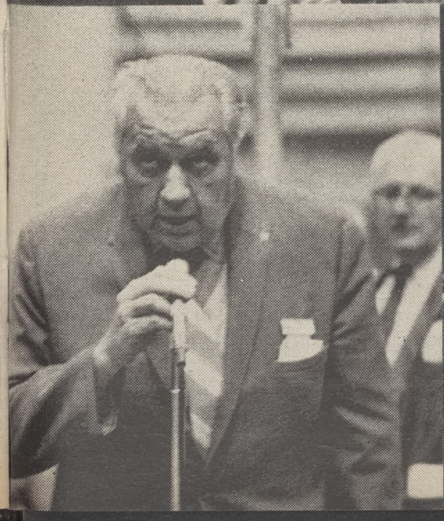
I AM FOR FITZ
FITZ
FITZSIMMONS
I AM FOR FITZ

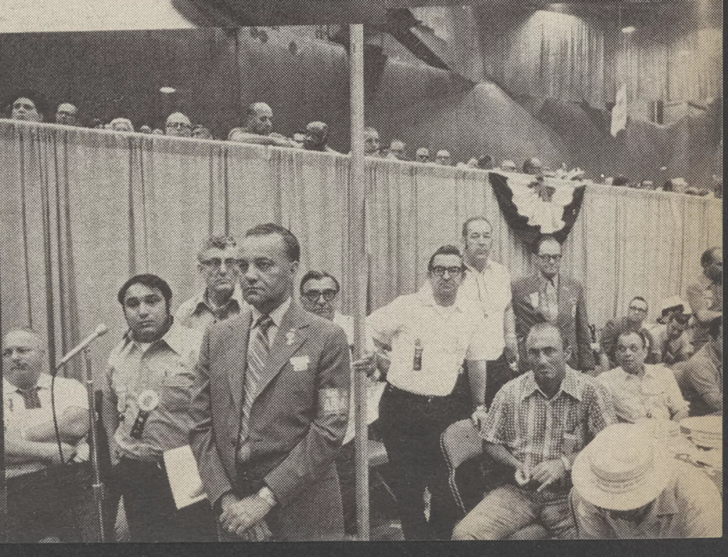

JOE "F" IS OUR MAN






RESERVED
Western Conference of Teamsters





'Good Luck'

Warm Applause Greets Beck in Address to Convention

Symbolizing the present and the past in Teamsters Union leadership, General President Frank E. Fitzsimmons and Dave Beck pause as the delegates warmly applauded Beck's appearance at the convention. The 77-year-old Beck was GP from 1952 through 1957. Beck was instrumental in developing conference structure in the IBT.

DELEGATES to the 20th Teamster convention gave Dave Beck, former General President, a warm reception when he addressed the opening session briefly.

The 77-year-old Beck reminded the delegates that he first joined the International Brotherhood of Teamsters 57 years ago. He declared proudly: "I have seen this organization grow from about 100,000 members to more than two million today."

Beck attributed the Teamster growth to the "militancy" of the organization in its never-ending struggle to win better wages, hours and conditions for the membership.

He added: "The International has had marvelous leadership from Dan Tobin. It had great leadership from Jimmy Hoffa, and I'm confident that it will have great leadership from Frank Fitzsimmons." Applause from the delegates indicated it was their belief that the speaker, General President from 1952 through 1957, should have included himself in the list.

Beck pointed out: "No single individual, regardless of whether his name is Tobin, Beck, Hoffa or Fitzsimmons, can build a great organization unless he is surrounded by . . . outstanding men and women in the various sections of the United States."

In conclusion, Beck said:

"Good luck to the administrative heads that are now going into office within the next few days for another term of five years, and to those across this country that must support them loyally.

"And if they do, then this organization will not stop growing, it will continue to expand, and above everything else, it will secure for its membership—the only reason it has a right to exist—wages, hours and conditions of employment in concert with the dedication of yourselves and your members to the tasks ahead.

"Good luck and God bless you," Beck said with the wave of a hand as the delegates gave him a standing ovation.

Greetings

General President
Frank E. Fitzsimmons

I want to extend my thanks to you and the general executive board for your cordial invitation to and the warm treatment at the recent convention. It was a grand feeling to be with my old friends and associates.

Teamster conventions have been an important and exciting part of my life, and your recent convention was no exception.

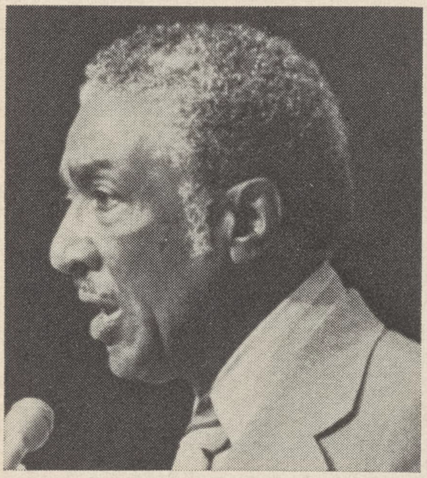
Let me wish you and the general executive board and the membership every success during the next five years. I know you are a great leader, and you have a great executive board to work for a better life for the members and America.

(s) Dave Beck
Former
General President

VOTE FOR
FITZSIMMONS
GENERAL PRESIDENT
ALLSTAR TEAMSTERS
FLYNN FOR SEC'Y
FOR PRES. J.C. 41
NEW ENGLAND TEAMSTERS FOR McCARTHY
VOTE FITZSIMMONS AND THE TEAM
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
VOTE FOR ROY L. WILLIAMS
DELEGATE
NANGLE
NANGLE FOR VICE-PRES.
WIN WITH FITZ
WIN WITH FLYNN
WIN WITH PRESSER
PRESSER
FITZ FOR PRES.
J.C. 41
FITZ FOR PRESIDENT
FLYNN FOR SECRETARY TREASURER
OHIO
McCARTHY'S NEW ENGLAND TEAMSTERS
THE McCARTHY NEW ENGLAND TEAMSTERS
NEW ENGLAND TEAMSTERS FOR McCARTHY
VOTE FITZSIMMONS
AND THE TEAM
McCARTHY VICE PRES.
RE-ELECT
MOCK
VOTE FLYNN
GENERAL SECRETARY & TREASURER

Rep. Metcalfe Congratulates Teamsters

REP. Ralph Metcalfe (D-Ill.) congratulated Teamsters Union members for the "victories you have won against oppression, discrimination and all inequality" in an address given to the 20th convention.



Ralph Metcalfe

"Unfortunately," he added, "we cannot sit down and dwell upon our past victories."

Rep. Metcalfe, whose father was a charter member of Teamster Local 743 in Chicago, Ill., discussed some of the national problems still badly in need of correction. He dwelled particularly on the need for a comprehensive health care package that would provide all citizens with the essentials of medical treatment.

The Illinois congressman took the opportunity to pay a big compliment to the International Union leadership. He said:

"Teamster officials have a long record of self sacrifice fighting for the rights of the working man, the poor, all minorities and all oppressed people.

"The Teamsters Union has always been color-blind. When some union took the expedient approach, the Teamsters insisted upon the moral path of equal opportunity for all. The result has been an approximate black membership of a quarter of a million Teamsters.

"It would be next to impossible to name one vital piece of social legislation that did not receive the active support of the Teamsters. The Teamsters Union is synonymous with progress . . ."

Steelman's Story Brings Big Guffaw

Every Teamster convention has at least one hearty laugh and the proceedings of the 20th convention ran true to form during the third day of the sessions.

The guest speaker just introduced to the convention delegates by General President Frank E. Fitzsimmons was Walter (Sonny) Farrell, a vice president of Kaiser Industries Corp.

Farrell brought a quick laugh when he commented that it was the first time he had "ever been with so many union negotiators without it costing me a hell of a lot of money." But the belly-whopper was yet to come.

Question Game

Farrell went on to explain how he had been sand-bagged by Fitzsimmons recently with—of all things—a groundhog story. It happened when, Farrell said, he was invited to dine one night with Fitzsimmons and friends at a popular restaurant in Washington, D.C.

After dinner, Farrell said he was informed that now the game would be played in which everybody at the dinner table was to get up and ask a question. If somebody couldn't answer the question, then you had to answer it—and if you couldn't answer it either, you had to pay $50 to the kitty.

The question and answer game went around the room without any hitches until it came Fitzsimmons' turn.

Digging Up

Said Farrell to the delegates:

"Fitzsimmons got up and said, 'Why is it that when the groundhog digs a hole he leaves no dirt around the top of the hole?' Well, it went all the way around the room. Nobody answered. They said to Fitz, 'Answer it yourself.' Fitzsimmons replied, 'Very simple—the groundhog starts inside and digs up,' and then he sat down.

"Well, I thought for a couple of seconds and tapped him on the shoulder and said, 'Wait a minute, Fitz. How did that groundhog get in there in the first place?' He said, 'Hell, I don't know, Sonny. I have answered my question. That is your question.' "

Convention Addressed By Pucinski

POINTING out that the United States is well on its way to a 2-trillion-dollar economy sometime during the 1970's, Rep. Roman Pucinski (D-Ill.) told the Teamster convention:

Roman Pucinski

"No labor organization is going to play a more important role than the Teamsters in this enormous economic growth, for somebody has got to move a 2-trillion-dollar economy."

Describing the future economic growth as one that can be meaningful to Americans, Pucinski added:

"All we need are leadership and imagination, the kind of leadership that Frank Fitzsimmons and his officers here bring to this country, and the kind of leadership that you down there as delegates bring to your local communities."

Rep. Pucinski said the Teamsters Union would face an awesome responsibility in the next four or five years "as we move to this enormous growth and all the changes in the distributive sciences, trucking, warehousing, inventory, all the things that affect the Teamsters."

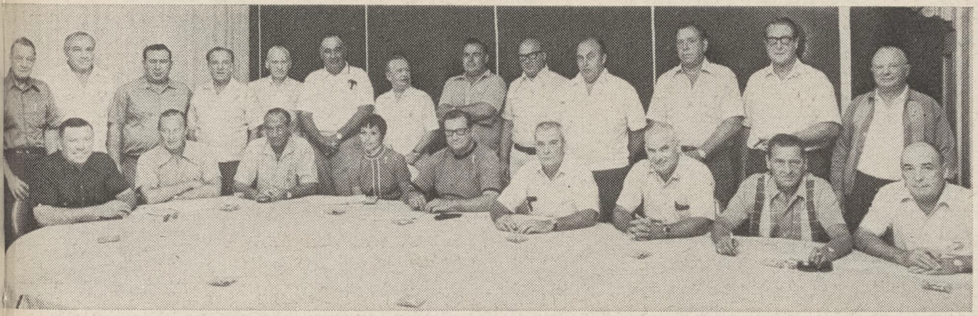
Butcher Leader Speaks

JACK LLOYD, president of the Amalgamated Meat Cutters & Butchers Workmen of North America, addressed the convention briefly and declared:

"The Butchers are here telling the Teamsters that we are going to support you; we have supported you all the way along and we want the two organizations to grow and be the biggest today in the labor movement."

General President Fitzsimmons (at mike) and General Secretary-Treasurer Thomas E. Flynn spoke briefly at the ladies luncheon attended by more than 1,200 of the fairer sex.

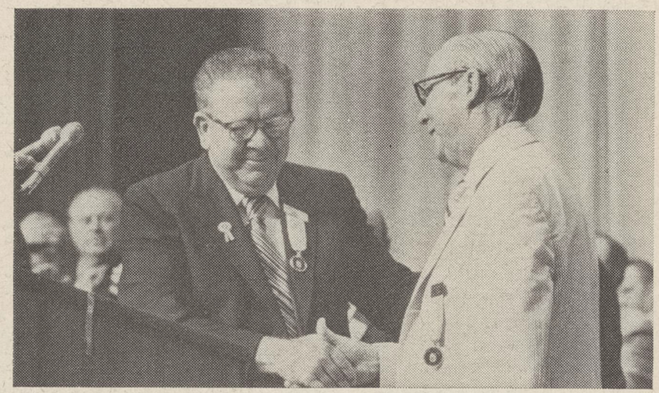
Lady delegates were on the floor and speaking out on the issues.



The credential's committee, with Roy Williams as chairman, registered in the delegates after checking their eligibility.

Providing valuable secretarial expertise and beautiful smiles were Billie Batton, secretary of Vice President Miller, and Arline McCoy, secretary from the general president's office.

General Secretary Treasurer Tom Flynn poses with three of the key members of his staff. From left; Barbara Ost and Peggy Stachura, secretaries to the General Secretary Treasurer; and Faith Johnson, secretary to the general executive board.



Vice President Murraw W. Miller (right) served as temporary chairman until he handed the gavel to permanent chairman Fitzsimmons.

In appreciation for his efforts on behalf of the Little City Foundation, General President Fitzsimmons was presented this plaque by Robert Dachman, Little City director.

Bishop Gill Spottswood, of the NAACP delivered an invocation. He is shown here with Faith Johnson, secretary to the general executive board.

Mrs. Hoffa Addresses Delegates

Josephine Hoffa

JOSEPHINE HOFFA brought greetings from her husband, General President Emeritus James R. Hoffa, in an address to the convention delegates.

Mrs. Hoffa said: "I want to personally express my thanks to General President Fitzsimmons, General Secretary-Treasurer Flynn, and members of the general executive board and the staff of the International Union for all they have done to assist me in these past few years and in the years that lie ahead.

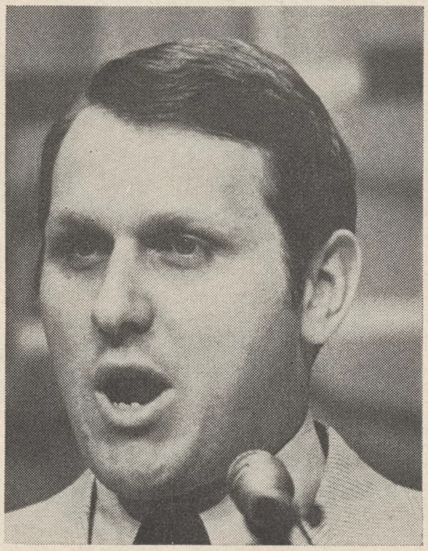
"As director of the women's section of DRIVE, I want to express to you with all the sincerity at my command the need to pursue progressive labor legislation and to defeat the enemies of working people."

Mrs. Hoffa's closing remarks brought heavy applause from the delegates: "Jimmy has asked me to express to you his personal wishes for a happy and successful convention. On behalf of Jimmy and myself, I want to say we love you all."

The Appeals and Grievances Committee, as did other committees of the convention, had its share of work to do. Co-chairmen were Lester S. Connell of Local 816 and Harold O'Brien of Local 734.

Hoffa's Son Announces New Hearing for Dad

James P. Hoffa, son of James R. and Josephine Hoffa and attorney for the Michigan Conference of Teamsters, brought the following message to convention delegates, July 8th, the final day of the convention:



James P. Hoffa

"Brother and Sister Delegates, we have some good news. Many of you are probably aware that yesterday the United States Board of Parole made a decision to rehear my father's application for parole.

"The Board stated that it is going to rehear his case on August 20, 1971. This moves the day from July 20, 1972, which had previously been set. I make this report because I know that many of you assembled here are personal friends of my father, and I know that you want to keep abreast of all developments in his case.

"I ask your prayers and hopes that in the near future, he will be back with us all.

"Thank you very much."

Harry Tevis Attends Convention

In attendance as a guest at the 20th convention was Harry A. Tevis of Pittsburgh, Pa., a Teamster for more than 40 years and a member of the IBT general executive board for 17 years before his retirement last January 1st.

Esther Peterson Speaks

Consumer Today Victimized Like Unorganized Worker in 30's

Mrs. Esther Peterson, former consumer affairs specialist under President Johnson and a long-time labor leader prior to that, was guest speaker at the DRIVE luncheon attended by 2,000 delegates' wives and guests.

(Following are excerpts from the remarks of Esther Peterson to ladies attending the DRIVE luncheon at the 20th convention of the International Brotherhood of Teamsters. Mrs. Peterson was President Johnson's White House Advisor on Consumer Affairs.)

We are now in an era very much like the 1930's when ordinary citizens banded together to take on the recalcitrant corporate giants. There is a strong parallel between the plight of the unorganized worker of the 1930's and the consumer of today. Today, some forty years later, labor has its unions and collective bargaining, but the consumer, and that includes all of us, is still in need of a tool to enable her to stand up for herself. Consumers are the ones who now need to be brought along to the point where they have a voice in all decisions that affect them. Such decisions are now being made without them.

In the 1930's many had the attitude that if the labor organizers would only go away, all the problems in the factory would evaporate. Today, there are those who wish that Ralph Nader would go away and leave the problems of the marketplace to be solved on their own. But the consumer movement will not go away—fortunately, it is here to stay. Today exploitation has moved from the factory to the marketplace. Without consumer awareness and organization, we can lose at the store counter what has been gained at the bargaining table.

The consumer has the right to certain assurances. She has the right to safety. Our technology ought to work for us not against us. If we can have a man on the moon, we should be able to have a car that is safe to drive, a washing machine that works and a food supply that is safe. There are 825,000 accidents from poisoning a year. Many could be eliminated by simple safety closures on drug or cleaning products that are potential killers of our children. We have the right to these safeguards.

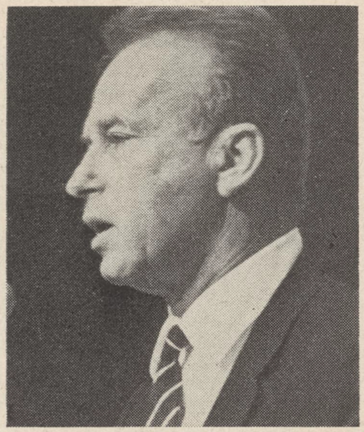
The consumer has the right to know what she is buying and a right to choose between products. Sometimes, it is difficult to choose in our marketplace because the only difference we can see between products is the colorful packaging. In stores, consumers are confronted with an array of packages designed to attract our attention and fill us with the desire to buy, buy, buy! Too often, the effect is dizzying and we are left confused, not informed.

Now the consumer is beginning to be heard and recognized. We are getting the tools that we need to make informed decisions. One of these tools is unit pricing.

With unit pricing, the consumer doesn't have to be a mathematical wizard to know what she is paying for the amount she buys. She can tell how fresh that food is with open dating, which lets her know in simple, understandable language on what date that product must be removed from sale.

Israeli Ambassador Speaks

ONE of the guest speakers at the 20th Teamsters convention was Yitzhak Rabin, Israel's ambassador to the United States, whose father participated in the foundation of Histadrut, the Israel labor movement.



Ambassador Rabin

"I am proud, therefore, as a son of a worker," said Rabin, "to talk to delegates and representatives of the largest union in the world."

The ambassador told the Teamsters that in his country almost everyone is a member of a union with 90 per cent of the labor force organized. He also pointed out that Israel was the only country in the Middle East with a free labor movement.

Rabin said: "Regardless of the fact that we sometimes are engaged in fighting, you can find in Israel strikes even during wars because we believe that the purpose of our war is freedom; and you cannot curtail the freedom—one of the basic freedoms—of the worker in the name of fighting for freedom."

The ambassador said Israelis like to feel that the International Brotherhood of Teamsters "has something in common with us, even though we are very small, because we believe that both fight for certain rights of the individual in a free society without which life would not be really worth what it should be."

For Your Information

Openers and Closers

Vice President Murray W. Miller, presiding as temporary chairman of the 20th IBT convention, had the first word as he opened the initial session following the national anthems of the United States and Canada.

General President Frank E. Fitzsimmons had the final word when he recounted that it had been moved and seconded to adjourn.

Delegate Frank Seban of Local 744 in Chicago, Ill., offered the motion to adjourn.

Invocations and Benedictions

Archbishop Coleman F. Carroll of Miami delivered the invocation at the opening session of the convention.

Other invocations were given by Monsignor W. Joyce Russell of Wheaton, Md., The Rev. Stephen Gill Spottswood of the NAACP, and The Rev. George A. Hill, Jr., of Miami Beach, Fla.

Benedictions were given by: Father Daniel Hartigan and The Rev. Patrick J. Fenton, both of Chicago, Ill., and Rabbi Sol Landau.

List of Presidents

Since the official formation of the International Brotherwood of Teamsters in 1903, a total of five men have held the General Presidency beginning with Cornelius Shea.

Dan Tobin had the job for more than four decades. Then came Dave Beck, James R. Hoffa, and now Frank E. Fitzsimmons.

Length of Office

The length of office for International Union officers is limited to five years under the Landrum-Griffin Act, while the length of office for local union executive board members is limited to three years under the same law.

General President Frank E. Fitzsimmons has been among the leaders in an effort to see the law amended so that local union officers might also run for terms up to five years depending upon the desires of the local union.

IBT Growth

The initial membership of the International Brotherhood of Teamsters, upon its founding more than 68 years ago, was 50,000—almost two million less than it is today.

The fledgling union at the time had what was believed to be a pretty good-sized treasury of $25,000.

Basis of Representation

Each local union affiliated with the IBT was eligible to send at least one delegate to the convention if the union's membership was 1,000 or less.

For larger local unions, affiliates were entitled to one delegate for each additional 750 members or major fraction thereof above 1,000—with each delegate entitled to but one vote.

Teamster Local 743 of Chicago, Ill., had the largest representation with 38 delegates.

Convention Rules

The 20th convention's Committee on Rules came up with a set of 27 rules for order to be in force during the business sessions. The rules were adopted unanimously by the delegates. One delegate later demurred.

One rule that never had to be used was in reference to voice votes and how to resolve them if very close. If needed, the chair would ask those in the affirmative of the question to rise first from their seats, and then those in the negative would rise.

If necessary, tellers would be named from each side of the question to count the division of the house. In case of a tie, the chair would cast the deciding vote.

Installation of Officers

Daniel J. Colucio, secretary-treasurer of Teamster Local 761 in Chicago, Ill., and a long-time member and officer, administered the oath of office for the incoming general executive board following the elections.

Committee Work

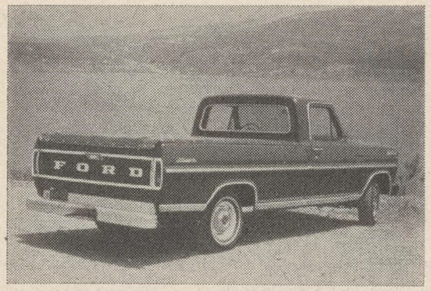
The convention did not just happen; it took a lot of work.

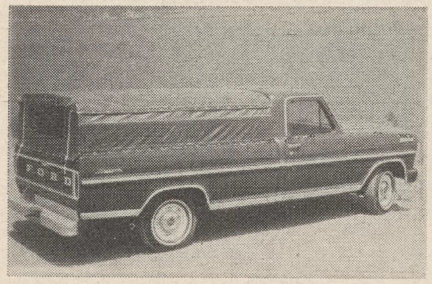
The various committees met several days before the business sessions opened and a couple of them worked at least two weeks.

Busiest was the Arrangements Committee composed of seven members.

WHAT'S NEW

Convertible Camper





Pick-up owners who appreciate the outdoor life should get a kick out of this convertible camper top for truck beds. The cover was designed and patented by a West Coast Teamster and is constructed of nylon and reinforced vinyl.

According to the inventor, the cover is available in nine different colors including; black, red, white, forest green, royal blue, grey, yellow, powder blue and turquoise. The cover attaches to a frame and is bolted onto the truck bed for safety and protection.

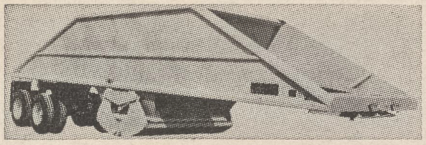
The design allows for top speed with very low wind resistance when the load is lower than the truck bed. If the load exceeds the truck bed dimensions, the frame of the cover can be lifted in less than five minutes for more space or for sleeping facilities.

Lettering Decals

Fast and personalized lettering for vehicles or any other promotional needs can be applied in minutes and with professional results.

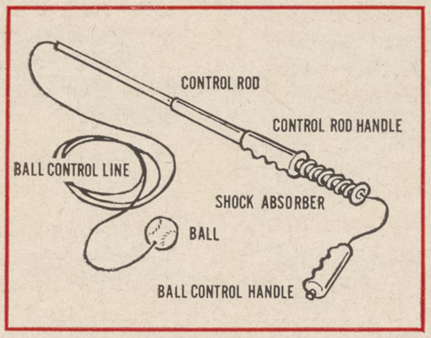
The lettering is pre-spaced for uniformity and is available in capital and lower case letters as well as several choices in type styles.

Dump Body



A major designer of specialized truck bodies has come up with a unique design for dump truck beds which includes an optional control system that allows gates to be pre-set to open in six-inch increments or to close against the load when necessary. The company predicts that this design will be put to general use in resurfacing gravel roads among many other functions.

Batting Practice



Now anyone can learn to hit big league pitching, according to the developer of this pitching simulator. The fishing-pole type control rod can imitate curves, fastballs, screwballs—the entire pitching repertoire of a major league pitcher—and without the problem of chasing the ball down or breaking windows.

Youngsters can develop timing and coordination, with the feel of the bat hitting a regulation baseball—all in their own backyard.

The simulator comes in two models and the technique for operation can be learned within minutes.

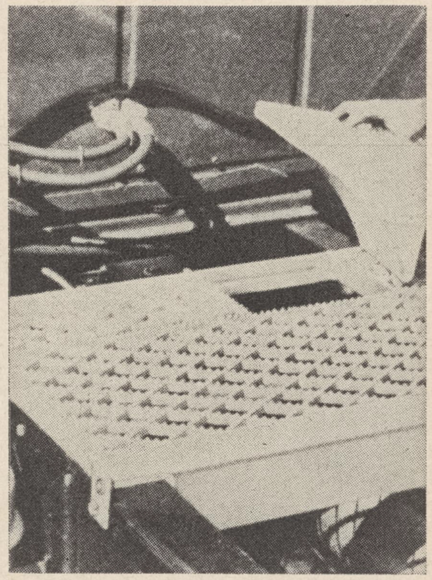
Cargo Heater

A flameless propane heater designed to keep live cargoes safe and warm is now available in two sizes. The larger of the two models is said to operate for 120 hours without refueling and can be installed in any trailer in 15 seconds by means of an exclusive tie-down cam lock. Although the units are completely portable, while in use they are kept immobile by means of the tie-lock and spring tension.

A smaller model, standing 57 inches high, is also available. This unit is preferable for use in city pick up and delivery trucks, and will operate for 80 hours without refueling.

Both units provide even, flameless heat over the entire area of the trailer. Large air flow reduces the need for special venting and no carbon monoxide is generated as a by-product of combustion.

Wheel Chocks



A special safety fifth wheel deck has been designed by a noted steel products manufacturer which includes built-in wheel chocks which are easily removed, yet guaranteed to stay in place while the truck is in motion.

◆

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

How Come?

. . . we all started smoking as kids because we thought it was smart—why can't we stop for the same reason? The odds against your diet being a success are three to one—knife, fork and spoon. A woman is considered rich when she can dress as well as she would like and a man is rich when he can dress as badly as he would like. . . . women are only thrifty when they are putting candles on their birthday cake . . . Success often goes to one's head—but not before it does irreparable damage to one's stomach.

A Penny Saved

The freezer salesman was down to his last pitch. "Lady, you can save enough on your food bill to pay for it."

"Well, lets see," replied the harried housewife, "I'm paying for the car with the carfare we save, and for the washing machine with the laundry money. It appears to me that I'm saving so much with those items that I can't afford to save anymore right now."

Naturally

Mama Skunk had two little ones named In and Out and couldn't keep track of them. One day she called Out in and told him to go out and bring in In. So Out went out and in no time at all brought In in.

"Wonderful!" cried Mama Skunk. "How in the world did you find him so fast in that great big forest?"

"Easy," replied Out. "Instinct!"

Makes Sense

Medical science claims that whiskey can't cure the common cold—but then—neither can medical science.

New Tax Form

We have been informed by the IRS that they are working on a greatly simplified tax form. They even sent us an early draft for publication:

(A) How much did you make last year?

(B) How much do you have left?

(C) If B is greater than A, please forward that amount—if it is zero or less—you're in big trouble!

Free Ride

After a long haul through down-town traffic, the patient taxi driver turned to his lady passenger and said: "This ride has been free, Ma'am. You did most of the driving back there."

Apples and Oranges

After the flood had receded, Noah went to the animals on the Ark and advised them to go forth and multiply. The following morning, he was going through his Ark and noticed that there was still one pair of snakes in the hold.

"Hey there, I thought I told you to go forth and multiply," said Noah.

"You did," the snakes replied, "but we're Adders."

Co-existence

It was a wonderful act, a lion and a monkey performing together in the same cage.

"My goodness, that's really a rare sight," someone later said to the trainer. "Do they really get along so well together?"

"Well," admitted the trainer, "they sometimes have their little quarrels, but then we just buy a new monkey."

Up In Smoke

Men who smoke pipes are not any smarter than those who don't. They appear to be only because the habit gives them less time to say anything stupid.

Truth Will Out

Uncle Josh was up before the judge for moonshining.

"What's your full name?" the judge inquired.

"Joshua Hiram, your honor," replied the old man.

"So," remarked the judge, "are you the Joshua who made the sun stand still?"

"No, no, your honor," the old fellow explained. "I'm the Joshua who made the moonshine still."

Definitions . . .

A good line is the shortest distance between two dates.

Robin Hood: A word like 'boyhood' or 'girlhood' meaning to feel like a robin and hop around.

Socialist: A man who goes to parties all the time.

Lawyer—A man you hire when you do something naughty and want it explained in the best possible light.

Lie—A poor substitute for the truth, but the only one available to date.

Mouth—The hole under a glutton's nose that all his money runs into.

Napkin—A lapkerchief.

Nurse—A lady whose business it is to make sickness a pleasure.

FIFTY YEARS AGO

in Our Magazine

MILK
BAKERY

Vol. XVIII *(From the August, 1921, issue of the TEAMSTER)* **Number 8**

Company Unions Established By Large Employers Won't Deter the Progress of Legitimate Unions

"In their efforts to establish the anti-union shop, and with the hope of beating legitimate trade union organizations, several of the larger employers of labor have instituted company 'unions'," states the official journal of the Cigar Makers Union.

While this is not a new development, the scale to which this practice is being carried out is both new and frightening. The only reassurance that we in labor have is that we have something far superior to offer to the worker. The hollowness of a plan whereby an employer establishes an organization to represent his employees in the determination of wages, hours and conditions is immediately apparent to even the most naive of observers. In essence the "company union" simply forestalls the inevitable organization of a company giving the employees of that company one last opportunity to get fed up with management.

The threat of the "company union" lies in the interpretation of it in the press. To the general public with little or no reference to the ideals of unionism, the company union is represented as a "perfect example of industrial democracy."

One such setup which illustrates the futility of the "company union" plan was recently outlined by the Cigar Makers Journal. The company organized a council which was composed of senators (company foremen) and representatives (the rank and file workers). In practice, the employer acted as a sort of supreme court with authority to kill any action taken by either of the other two bodies. In spite of the high-sounding names and methods adopted by the employer, the effective results deteriorated even what little freedom the workers had previous to setting up the new "industrial democracy."

The purpose of unionism is to equate the power of employers with a counterbalance of power on the part of the employees. Any plan which circumvents this purpose can accomplish only negative results.

Kansas Court Upheld in Ruling

State Supreme Court Affirms Lower Court Wage Authority

The Kansas State Supreme Court recently took one more step against the personal liberty of the citizens of that State when it ruled to uphold a "can't strike" court's ruling that the, "wages of packing house employees are a matter of public concern and the determination of the sufficiency of such wages is a question affected with the public interest."

The ruling leads to a very frightening conclusion—employees in the packing industry are inextricably tangled with the public interest and that the earnings of these individuals are completely subject to the laws of trade. In other words, packing employees are chattel to the packing house owners.

To accept either of these two conclusions violates the spirit and letter of the founding laws of our nation. It establishes a precedent for a system with no variation from the fuedalism which destroyed the lives of workers in the middle ages.

In their efforts to "put the packing house employees in their place," injunction judges are literally destroying the fabric of what we consider to be a "free society."

The labor movement has decided to stand and fight against this type of judgment in the hopes that our determination will be infectious and will spread to the rest of the freedom loving institutions both within and outside of our ranks. Should we fail it will be the entirety of America which will suffer. If the wages of one group of workers can be set by the fancy of a black-robed individual who has never been exposed to the hardships of daily toil for a living and who will measure the wages due these employees through the jaundiced eyes of autocratic management—then our fate as a nation of free men is sealed.

Coal Prices

Reports from many of the coal mining districts in the South are that coal owners are offering coal priced at $2.25 per ton at the mines for industrial use.

The same grade of coal is being held in the yards for sale to consumers at $8.75 per ton.

In reply to inquiries about who will get the difference, coal owners said that they would not. The retail outlets also claim that they have no idea where the $6.50 additional will go. And, of course, we all know that the miners will never see it.

Rent Hikes Not Due to Labor Costs

It is one of the ironies of our times that a worker can be told by his landlord that increases in his rent or payments for his home must be levied due to the rising costs of labor. Today a worker is more naturally inquisitive and he asks the landlord for proof for such an indictment.

And what proof does a landlord have to offer?

Take, for instance brickmaking. Fifteen years ago brickmaking and brick handling was done completely by hand. The process required that clay be dug out from the pit by hand shovel and slip scraper. The machinery for mixing and molding the brick was of small capacity and very crude. The setting of the brick in kilns, the firing of the kilns with cordwood, the piling and the hauling of the finished product were all hand operations. Yet the brick sold at a profit for $4.00 per thousand.

Today, fine modern machinery handles every phase of the operation for transporting the final bricks from the point of manufacture to the building site. At the pits, the huge steam shovels dig the clay, it is mixed automatically and conveyed to the gas kilns by conveyors. The newest kilns require only an attendant to monitor a valve. A thousand bricks are turned out in less time and with less labor on improved machinery. And, today's price for bricks is $12.00 per thousand.

JOIN DRIVE!
JOIN DRIVE!
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1
8

THE INTERNATIONAL

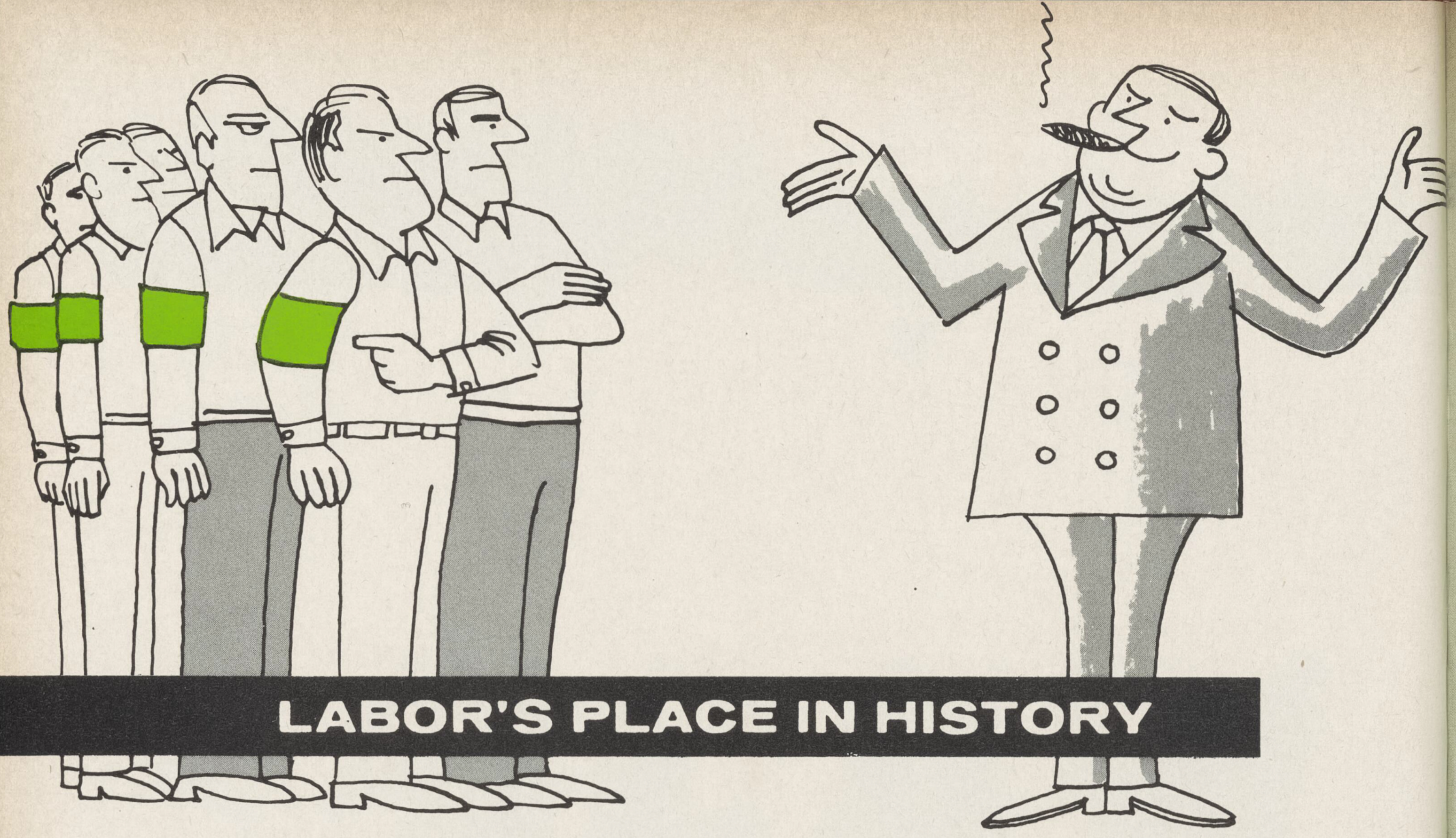
Teamster

DEDICATED TO SERVICE

SEPTEMBER 1971

WAGE PRICE FREEZE

See page 5



LABOR'S PLACE IN HISTORY

WHAT with the pleasant summer weather, it has again been the season for strikes with the most noteworthy shutdowns of late being in rails, communications, longshoring and metal mining.

As in the past, whenever working men have chosen to withhold their labor in the hope of improving their wages and job conditions, there has been an immediate outcry in the news media.

One would think—reading the newspapers and news magazines—that the publications were personally agonized by the public discomfort they suddenly discover in every direction. As *Newsweek* magazine put it last July 26th, "Any strike, of course, is bad news."

Invariably the consequences of a strike are measured in the news columns and editorial pages in terms of their effect upon the country as a whole, even though very often the country as a whole is not truly affected. A good example of this was the short walkout by 400,000 workers employed by the Bell telephone system. Ma Bell, highly automated, ran fairly smoothly despite the strike.

News media habitually overlook the hard fact that it takes two disputants to arrive at a strike situation. The railroad strike was a good example of this. Railroad workers initiated a series of selective strikes to begin with. Railroads not under strike immediately began to impose new "work rules"—a move designed to throw thousands of men out of jobs by triggering even more walkouts and lead ultimately to a "national crisis."

Furthermore, news media never seem to want to measure a strike in terms of the desires of working men who choose, as a last resort, to walk off their jobs. No man wants to strike. Yet there are times when he feels that he must; and news media seldom make a sincere effort to cast light on the reasons.

Columnists and editorial writers, however, will go out of their way to do all they can to erode the legitimacy of the strike as an effective economic weapon available to working men. An excellent example was a recent column by syndicated writer Marquis Childs who began:

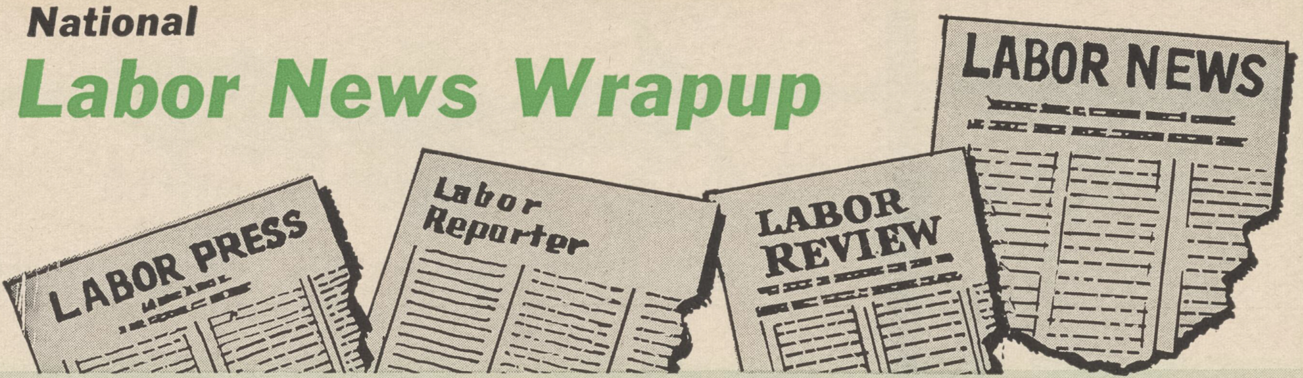
"The president of a New York bank, who is also a director of the Japanese Sony Corporation, recently visited Japan. Escorted through one of Sony's big plants manufacturing electronic equipment, he noted that on two assembly lines workers were wearing red arm bands.

"He asked the reason. 'They are on strike,' the plant manager said. Observing how they were working with the same ant-like industry of those without arm bands, the banker exclaimed in astonishment. 'But naturally, they're working,' the manager said, 'and when the strike is settled and if there is a grant of higher wages they will get their increased back pay.'

"The banker, who once took, on the whole, a liberal view of the American trade union movement, tells this as another piece of evidence of how Japan is able to forge ahead of the rest of the world, including the United States."

In the entire history of true collective bargaining, there is no record of any strike ever being won by a production worker wearing a red arm band—in Japan or anywhere else.

National Labor News Wrapup



WASHINGTON, D.C.—Unions with jurisdiction in construction are seeking shorter contracts under President Nixon's wage stabilization board system. A surprising 71.7 per cent of the agreements approved so far were for only one year's duration. Last year, the 1-year contracts amounted to only 10 per cent of the total.

PITTSBURGH, PA.—Within a few days after the United Steelworkers won their new 3-year contract providing about a 30 per cent wage gain, the steel industry—which already raised prices earlier this year in "anticipation"—announced a new round of steel increases and blamed it on higher labor costs.

WASHINGTON, D.C.—Members of the United Transportation Union won a 42 per cent wage increase after tying up the rail lines for nearly three weeks. In return, the railroads got their way on some of the work rule changes they have sought for so many years.

WASHINGTON, D.C.—The Occupational Safety and Health Administration has granted $3.3 million to 35 states, the District of Columbia and Puerto Rico to cover 90 per cent of the cost of developing state health and safety plans.

WASHINGTON, D.C.—Thomas W. (Teddy) Gleason, president of the International Longshoremen's Association, has been named by President Nixon as a member of the Water Pollution Control Advisory Board to the Department of the Interior.

TUCSON, ARIZ.—Settlement of the strike against major copper producers resulted in what is considered a pattern-setting agreement. Some Teamsters were among the members of 26 unions affected in the non-ferrous metal dispute.

CHICAGO, ILL.—The Amalgamated Meat Cutters and Butcher Workmen have urged the Senate Agriculture Committee to launch a sweeping investigation into current enforcement of present federal meat inspection laws.

WASHINGTON, D.C.—A National Labor Relations Board ruling in a recent case declared that an employer has no legal right to withhold vacation pay from his employees, during a strike situation, because he does not want to "finance a strike." The case involved a company in Chattanooga, Tenn.

LONDON, ENGLAND—A controversial "strike control" bill was approved by the House of Commons recently after a big push by the Conservative Government. British labor unions pledged to do their utmost to make the measure fail.

NEW HAVEN, CONN.—The Amalgamated Clothing Workers of America succeeded in pressuring Macy's giant department store chain, into removing its phony "union label" from imported men's suits offered for sale at any of the company's outlets in the United States.

WASHINGTON, D.C.—Paul J. Burnsky of the International Association of Machinists is now the president of the AFL-CIO Metal Trades Department. He succeeds Maywood Boggs of the Boilermakers.

WASHINGTON, D.C.—Idleness resulting from work stoppages during the first six months of 1971 amounted to 1.8 working days per 1,000, considerably below the 2.7 mark in the first half of 1970.

NEW YORK CITY—Thomas W. Gleason, president of the International Longshoremen's Association, predicted recently that eventually the ILA will merge with the International Longshoremen's and Warehousemen's Union headed by Harry Bridges.

WASHINGTON, D.C.—Various unions of federal employees are miffed about President Nixon's decision to defer for six months the federal pay boost slated for next January 1st. They feel they are being made the scapegoat for the Administration's budgetary woes.

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Teamster
DEDICATED TO SERVICE

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National Health Plan
Still Needed
To Solve Crisis

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From The FIELD

Son Plays Baseball Despite Handicap

Edward Fraley, a member of Teamster Local 294 in Albany, N.Y., for 20 years, is mighty proud of his son, Joseph, because of the way he has overcome a terrific personal handicap. The boy plays Little League baseball at first base and in the outfield. He also pitches as a lefty on occasion and at last report he had won four games without a loss and was batting .320 at the plate.

What makes his effort outstanding is that the youngster was born with only one arm and has managed to learn how to catch the ball, shift it quickly and throw effectively enough to play regularly.

$300 Suggestion Bonus Goes to Pa., Member

An award of $300 was given to Larry Campbell, a member of Teamster Local 872 in Charleroi, Pa., recently by the Western Electric Corp., Lamp Division where he is employed.

The award was a "suggestion bonus" for Campbell who proposed an improvement in the company's method of palletizing lamps.

Local Union Officer Appointed to Board

Clifford K. Arden, president of Teamster Local 215 in Evansville, Ind., and long active in community affairs, recently was appointed a member of the board of advisors of the Narcotics and Drug Abuse Center for the State of Indiana.

A member of Local 215 since 1937, Arden has also found time to serve in many other capacities including: The Indiana Advisory Commission on Economics and Industrial Development; the State of Indiana Civil Defense Advisory Council, and numerous civic organizations.

Local 705 Member Saves 3 in Fire

Roy Goodall, a member of Teamster Local 705 in Chicago, Ill., won acclaim recently for his quick action in saving three young children from certain death in a home fire.

Goodall, a driver for Scot Lad Foods, Inc., was making a delivery at a supermarket in Benton Harbor, Mich., when he saw flames coming from a house about a block away.

He ran to the house where bystanders told him there was no one inside. Goodall, however, thought he heard cries and proceeded to investigate.

The heat was so intense that the Teamster had to use a garden hose to cool the front door which he kicked in. Inside, he found an infant swathed in a blanket and lying on the floor.

Goodall took the infant to safety as volunteer firemen arrived to quell the blaze. Meanwhile, he heard cries from another room and found more children. By that time, firemen were spraying Goodall with water to keep off the flames.

Despite the Teamster's efforts, one child did die as a result of burns suffered in the fire that started while the mother had gone to the store for milk.

Rotary Club Honors Massachusetts Member

Napoleon DePina, a member of Teamster Local 170 in Worcester, Mass., was honored recently by the Southboro Rotary Club as "man of the year."

DePina was recognized for helping to organize several recreation programs for youngsters in the community.

The Teamster has served as a member of the city's recreation commission for the past four years and is currently the chairman.

Massachusetts Member Receives Scout Honor

Mahlon S. Quinney, a member of Teamster Local 437 in Haverhill, Mass., for the past 15 years, recently was presented a high award by the Boy Scouts of America for his outstanding service to youngsters.

Quinney received the district award of merit from the Whittier District Lone Tree Council. He has been an active Scout leader for eight years.

Rhode Island Member Is Legion Official

Peter Percerecz, a member of Teamster Local 251 in East Providence, R.I., is serving his district of the American Legion as senior vice commander.

Percerecz recently completed three years as commander of Legion Post No. 79 of Central Falls, R.I.

Message of the General President

Stabilization

ORGANIZED LABOR takes a day of rest September 6th, a day, in ordinary times, on which the nation pays tribute to the contribution of the labor force to the well being of the country.

Labor Day, 1971, will be a time of uncertainty, a day on which many who labor with their hands for their daily bread will wonder about such things as equal application of the law. The wage-price freeze gives cause for such reflection.

With good reason, working people feel that the wage-price freeze falls disproportionately on their shoulders, while employers have no lid on the profits they can make.

This is why the Teamsters have taken the position that if controls are necessary, they should apply to all forms of income—not just wages and prices. And, we in labor will be wondering why the Wage Stabilization Act, which authorized the freeze, was written to exclude lids on profits.

Somewhere in between three questions lies the truth concerning the motives of the Democratic controlled congress.

1. In its haste to embarrass a President who stated he wouldn't use the legislation if passed, did the Congress overlook profits?

2. By just placing authority to control prices and wages, did the Congress hope to drive a political wedge between working people and the Nixon Administration?

3. Were members of the Congress not concerned with an all-inclusive freeze, for whatever personal reasons each member will have to justify with his own conscience?

Because we seriously doubt that the wage-price freeze will be lifted at the end of the 90-day period, we in the Teamsters intend to work night and day for elimination of the inequities in the President's action.

If the inequities are not eliminated, the plan is doomed to failure, and the nation cannot afford a failure at this junction in its economic history.

Because we knew that something had to be done to check inflation, we have agreed to cooperate with the wage-price freeze for 90 days. But, we are serving notice that the so-called "Phase Two" of the economic stabilization program should make the industrial sector offer up the same sacrifices as the working man is making now.

While we insist that the freeze be all inclusive, we also insist that fool-proof machinery be set up to police the price freeze. Again, the machinery was built-in for the Administration in the wage freeze, as the employer will act as that policeman.

There have been other Labor Days when the working man and woman were disturbed. Most disturbing of all, over the years, has been the manner in which politicians take every problem faced by Americans and turn it into a political football. If a problem can be used for political advantage, the history of politicians has been to turn their back to a just solution during election campaigns. Next year is election year.

We in the Teamsters are disturbed this Labor Day, disturbed to the point that we think a Politicians Stabilization Act is in order, one which would insist that the welfare of the country come first, and the welfare of politicians come second.

Of course, we aren't as naive as we sound. Because we know that the only way to stabilize a politician is at the ballot box. I believe this Labor Day that should be our resolve, and we can begin the process right now by demanding of the Congress and the Administration that sacrifices in economic stabilization be made equally by everyone involved.

We in the Teamsters are pledged to do everything in our power to preserve this great nation of ours, and this Labor Day we believe politicians should take the same pledge.

Frank E. Fitzsimmons

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

STATE OF THE UNION

Inequities in Order

Wage Earners Hard Hit By Nixon's Freeze Command

PRESIDENT Richard Nixon's 90-day freeze on wages and prices had the immediate effect of suspending for at least three months any pay increases due wage earners under union contracts.

The President declared a national economic emergency August 15th; yet complete information on the implementation of the executive order still was not available as *The International Teamster* went to press.

Basically, the order declared that the wage-price freeze would be in effect until November 13th, 1971.

It will be administered by the Office of Emergency Preparedness under the eye of a Cost of Living Council established by the White House to recommend measures to stabilize wages and prices *after* the freeze ends.

Violators of the conditions of the freeze can be fined as much as $5,000.

The sudden action by Mr. Nixon in establishing his "new economic policy" caught the nation by surprise, partly because the President—only 11 days previously—again had reasserted his opposition to any kind of wage-price review board, guidelines or freeze.

Teamster General President Frank E. Fitzsimmons issued a statement regarding the President's action, noting immediately that "we in the Teamsters are opposed to eoonomic controls of any kind."

Fitzsimmons added: "The official position of the Teamsters has been that should controls be necessary, they should apply to all forms of income—not just wages and prices."

The General President proposed that Congress correct its legislative omissions of the past and permit the President to extend the freeze to the area of profits and dividends not now covered.

Finally, Fitzsimmons stated that "while we naturally feel that the working man and woman inherit the major brunt of the order, we in the Teamsters intend to cooperate with the President's order" in the hope that economic recovery will be swift.

As *The International Teamster* went to press, the Cost of Living Council, appointed by the President and chaired by Secretary of the Treasury John B. Connally, had issued a series of typical questions and answers as guidelines. These questions and answers by the Council follow:

WAGES

Q. What is the definition of "wages and salaries"?

A. As used in the executive order, the term "wages and salaries" includes all forms of remuneration or inducement to employees by their employers, including but not limited to: vacation and holiday payments; bonuses; layoff and supplemental unemployment insurance benefits; night shift, overtime and other premiums; employer contributions to insurance savings or other welfare benefits; employer contributions to pension or annuity funds; payments in kind, job prerequisites, cost-of-living allowances, expense accounts, commissions, discounts, stock options, payments for deferred compensation, and all other "fringe" benefits.

In addition, there may be no changes in working conditions that result in more pay per hour worked—for example, a schedule that shortens the workweek without a proportionate decrease in pay.

Q. Can an employer reduce the official work day from eight hours to seven hours, and pay overtime beginning after the seven hours?

A. No. Wages and salaries include all forms of compensation including overtime. Indirect means to increase compensation above ceiling rates aren't permitted.

Q. Can an employer increase the number of days allowed off for purposes such as funerals, etc?

A. No. This constitutes an increase in fringe benefits.

Q. Are Americans working abroad for companies that are incorporated in the U.S. subject to the freeze?

A. Yes.

Q. Are deferred wage or salary increases which have been negotiated to take effect in the future permitted by the freeze?

A. No.

Q. Are future cost-of-living increases built into wage contracts or provided by management exempt?

A. No. There will be no cost-of-living increases during the 90-day freeze.

Q. Are fees for professional services such as doctors and lawyers included in the freeze order?

A. Yes. No increases in rates or fees for particular services are permitted during the freeze.

Q. How does the freeze affect people who work on commission or piece rates?

A. Commission rates or piece rates cannot be increased over those existing in the base period.

Q. How will wages and salaries be determined for new jobs?

A. Scales will be determined on the basis of comparable jobs within the affected business or firm. If no comparability exists within such entities, such scales will be determined on the basis of comparable jobs in nearby firms.

Q. What effect does the Executive Order have on cost-of-living wage or salary increases ordered by a municipal government and to become effective subsequent to the date of the Executive Order?

A. State and local governments are subject to the Executive Order freezing wages and prices.

Q. Are the wages of such state and local governmental employees as firemen, policemen and the like included in the freeze order?

A. They are subject to the freeze just as are all wages in private industry.

Q. Will increases in the salaries of teachers be allowed?

A. If the contract period started before August 15, the salary increase may be granted. If the contract period starts after August 15, the increase is not allowed.

Q. Are Federal Government employees wages and salaries frozen?

A. Yes.

Q. What is the policy on promotions?

A. a. Bona fide promotions that constitute an advancement to an established job with greater responsibility are allowed.

b. Increases in certified apprentice and learner's rates under programs established prior to August 15 are allowed.

c. Merit and longevity increases are not allowed.

Q. Does the freeze terminate bargaining for wage changes during the 90-day period or can these proceed, with understanding that they cannot take effect until the federal government permits?

A. The freeze does not terminate bargaining for wage changes during the 90-day period. However, no wage increase negotiated during the 90-day period can go into effect during the period of the freeze.

Q. Can a union and management negotiate for pay increases to be effective after the date of the freeze but also retroactive to cover the freeze period?

A. No.

Q. Does the wage freeze apply to all employers regardless of the number of employees he employs?

A. Yes.

Q. In the case of a negotiated increase that became effective August 9, 1971, with payment for that week received by the employees on August 13, 1971, is it permissible to pay the retroactive portion of the increase which is currently being computed for the employees involved?

A. Yes.

Q. If a salary increase was granted and the employee actually performed under the new rate prior to August 15, 1971, can he be paid at the higher rate if the pay day is after August 15?

A. Yes, if there are adequate records to demonstrate that the increase was put into effect prior to the freeze date.

Q. Does the wage-price freeze include Puerto Rico and the Trust Territories?

A. The U. S. Customs Zone is the boundary for the freeze. Puerto Rico is within the Customs Zone so it is included. The Trust Territories which are outside of the Customs Zone are not included.

Q. Can an employer reduce wages and other benefits to employees and use the President's freeze as a justification?

A. The President's program does not require a reduction in compensation levels below those in effect on August 15.

Q. May scheduled pay raises which are dependent upon employees completing certain educational requirements be paid during the freeze?

A. Yes. Where the employer is willing to certify that an agreement was in existence that provided for increases in pay dependent upon the employees' completing educational requirements for specific job levels, the pay increase can be granted because, in effect, the action is a bona fide promotion.

For example, a teacher who has been awarded a master's degree can receive the increment which is normally given. If the effective date of the teacher's contract is after August 14, the increment must be the amount that was granted last year.

Q. If teachers have reached a new agreement on pay

scales for the coming school year and the contract does not go into effect until September 1, may teachers receive the pay increase?

A. No.

Q. If employees are severed for normal business reasons, can they receive their severance pay if it is in excess of their normal pay rate that was in effect as of August 14?

A. Yes. If severance pay procedures are a part of the understood corporate procedure and the firm is willing to certify that this was the procedure they had in effect, severance pay may be paid.

Q. If a firm has a range of salaries for the same job, what wage or salary can be paid to a new employee?

A. The employee may be paid any salary within the range which the qualifications of the applicant justify as long as the average wage paid by the firm in this job classification does not increase.

Q. Are wage increases permitted during the freeze for workers whose wages are closely tied to increases for other workers that were negotiated before the freeze?

A. If the following conditions prevail, the increase may be granted:

1. the agreement to which the increases are linked was reached before August 15;
2. prior to August 15 work was performed (by the workers whose wages are closely tied to the increases reached before the freeze) that would be eligible for payment at the new rate.
3. the increased wage rate for the workers whose wages are closely tied to negotiated increases was scheduled to go into effect on the same day as the negotiated wage increases as a matter of established practice;
4. the workers are employees of the same firm; and
5. the company is able to demonstrate that this procedure is an established practice.

Q. Are previously planned increases in pension benefits for those retired before the freeze or those about to retire allowed?

A. Yes, but no unplanned increases. For example, a scheduled increase in pensions which is planned for October 1 may go into effect. A person who retires on October 15 may also receive this increase.

PRICES

Q. May price increases announced prior to August 15 take effect in the future?

A. No. all prices, unless specifically exempted, are frozen according to terms of the order.

Q. Are prices of used commodities, such as used cars, antiques, and resales of housing included in the freeze?

A. Yes.

Q. Are interest rates included in the freeze?

A. No.

Q. Will the freeze apply to insurance rates?

A. Yes, and to all other similar fees and rates.

Q. Must auto dealers continue to charge the 7% excise tax on 1971 year-end automobile sales?

A. Yes, the excise tax remains in effect and must be collected until such time as Congress rescinds it. The President has requested authority to rescind the excise tax, retroactive to August 15. If this authority is approved by Congress, rebates will be made to automobile purchasers.

Q. In cases where surcharges or other sales or excise taxes have been increased, is the ceiling for the price paid by the customer (including these taxes) raised by a like amount?

A. Yes. The price the customer pays is equal to the base price, plus these taxes. This ruling applies to imported goods as well as other goods which are directly taxed.

Q. How do you price new products?

A. Use the price of the most nearly comparable product sold by your closest comparable competitor.

Q. What is the selling price for a material if there have been dual price situations, i.e., a published price and a discounted price at which actual transactions were made?

A. Sales may be made at the highest price at which substantial volume of actual transactions were made during the 30-day period of time ending August 14. If products have been selling at a discounted price and not at the published price during the base period, the maximium price would be the highest discounted price at which substantial transactions were made.

Q. How do you distinguish between raw and processed agricultural products?

A. Raw agricultural products include those products that retain the same physical form that they possessed when they left the farm gate. All other agricultural and food products would be considered processed and subject to the freeze. This would include all products canned, frozen, slaughtered, milled or processed in some other way that changes the physical form; packaging would not be considered a processing activity.

Examples:

Exempt

- live animals and poultry
- shell eggs
- raw milk
- sugar cane and sugar beets
- all fresh fruit
- all fresh vegetables
- honey
- fresh fish
- fresh seafood

Non-Exempt

- slaughtered animals
- dressed poultry
- pasteurized milk
- "raw" and refined sugar
- canned and frozen fruits
- frozen vegetables

Q. Can merchants and other commercial business pass on to consumers the cost of an increase in local and state taxes; i.e., property taxes or business taxes increases?

A. No.

Q. Are service charges and other fees charged by banks (for example, safe deposit boxes) subject to the freeze?

A. Yes.

Q. Can the rate for renewal of insurance policies be increased?

A. Yes, if the rate increase was announced prior to August 15, and a substantial number of transactions occurred at the increased rate. No additional increases in rates are permitted during the freeze.

Q. Can the fees or charges which a state or local government charges for services provided by the governments be increased?

A. No, fees for water, gas, sewer and similar services may not increase. But fees for licenses or legal penalties, such as traffic tickets may be increased.

RENT

Q. How will the rent ceiling be determined for new or previously unrented units?

A. The standard will be that generally prevailing for comparable units in the immediate area.

Q. Are apartment house and other rent fees included in the freeze?

A. Yes.

Q. If a rent agreement is signed August 1 but effective date is after August 15, does increase apply?

A. No.

4-Year Struggle

Teamsters Achieve Contract At Owens Corning Fiberglas

Both sides were pleased with the initial Teamster-Owens Corning contract. Left to right are: Standing—George Davis and Robert Stalworth of the union plant committee; Joe Mazza, ECT representative; Peggy DeLoach, plant committee; W. Fleming Campbell, IBT general organizer; George Brelsford, company personnel director; Rucker Goodson, personnel; Seated—Karl Shealy, plant manager; Marshall Burch, vice president of Owens Corning industrial relations; George Hardee, president of Teamster Local 509, and Marvin Brazell, Local 509 business agent.

PERSISTENT Teamsters, after a lengthy struggle, have succeeded in negotiating a first contract with Owens Corning Fiberglas which employs, 1,100 workers at a plant deep in the heart of "right-to-work" land.

The Teamsters, members of Local 509 in Cayce, S.C., ratified the agreement giving them substantial wage increases by a better than 2-to-1 majority in a mail referendum.

Achievement of the 3-year pact was significant in several respects.

It marked the conclusion of an organizing campaign that was initiated four years ago at the plant located in Aiken County of South Carolina—home base for Sen. Strom Thurmond, one of the arch foes of organized labor.

The struggle was not easy.

Three ballots were conducted by the National Labor Relations Board altogether. In the first election, two other unions were on the ballot with the Teamsters. Although the Teamsters received the most votes, a runoff was necessitated.

In the second election, the company's victory by only 28 votes was set aside by the NLRB because of unfair labor practices.

The Teamsters won the third election but certification was delayed more than a year as the company took appeals first to the Board and then into the federal courts.

Finally, in January, 1971, Teamster Local 509 was certified as the bargaining representative of the Owens Corning production workers.

It took four months of table talks before the contract was ironed out. W. Fleming Campbell, IBT general organizer, headed the union negotiating committee with the assistance of George L. Hardee, president of Local 509.

When the smoke had settled and the agreement was overwhelmingly ratified, IBT Vice President Joseph Trerotola, director of the Eastern Conference, took the opportunity to compliment the Teamsters employed at Owens Corning for the fact that "they remained united over the past four years in their desire to have the Teamsters Union represent them."

Hardee, speaking for the Owens Corning Teamsters, expressed appreciation to General President Frank E. Fitzsimmons and to Vice President Trerotola and the Eastern Conference for the help received in the organizing program and negotiations that followed.

Hardee said that without the International and Conference help, the victory could not have been achieved.

Texas Local Gains Big Vote Win

By a better than 70 per cent majority, more than 100 employees of Olmos Rock Products Corp., a ready-mix firm in San Antonio, Tex., voted for representation by Teamster Local 657 in a recent National Labor Relations Board election.

R. C. Shafer, president of Local 657, said 125 truck drivers, mechanics and laborers were eligible to vote in the ballot. The tally was 82 for the union and 33 against.

Great Dane Case Won By Teamsters

The National Labor Relations Board, on a motion for summary judgment, decided recently that Great Dane Trailers, Inc., of Savannah, Ga., illegally refused to bargain with Teamster Local 728 of Atlanta, Ga., certified representative of all production and maintenance employees at the plant.

The Board found no merit in the employer's argument regarding earlier resolution of a related unfair labor practice proceeding under review of a U.S. Court of Appeals. The company argued that the court's decision could materially affect the validity and effectiveness of the union's certification.

The Board believed otherwise and ordered Great Dane to cease the unlawful conduct and bargain with Local 728 upon request.

● Joint Ballot

A Teamster local union and two other unions together won a joint ballot at Duetz and Crow & Co., Inc., a concrete, sand and gravel firm operating at Marshall and Canby, Minn., in a recent National Labor Relations Board election.

J. J. McIlvenna, secretary-treasurer of Local 909 at Worthington, Minn., said the Teamsters combined with the Operating Engineers and the Laborers. Forty drivers, laborers and operators were eligible to vote. The count was 24 to 11 in favor of trade unionism.

Teamsters Lead NLRB Balloting

As usual, the International Brotherhood of Teamsters outpaced all other international and national unions in representation election statistics during the month of May.

The National Labor Relations Board said Teamster affiliates took part in 192 single-union ballots—more than 30 per cent of the total—and won 105 of their elections for a mark of nearly 33 per cent of the total ballots won by all unions.

Of the nearly 11,000 workers eligible to vote in single-union elections won by all unions, some 2,156—or nearly 20 per cent—elected to go Teamster.

Chicago Local Wins NLRB Decision

Acting on a motion for summary judgment, the National Labor Relations Board ruled recently that Community Currency Exchange, Inc., of Chicago, Ill., unlawfully refused to bargain with Teamster Local 725, certified representative of all cashiers employed by the firm in its various currency exchanges.

The Board said the company did not raise any issue properly litigable regarding an earlier hearing in which the company participated.

Community Currency was ordered by the Board to cease the unlawful conduct and bargain with Local 725 upon request.

● Missouri Win

Truck drivers employed by Glaser Products Corp., of Neosho, Mo., voted unanimously for representation by Teamster Local 823 of Joplin, Mo., in a recent National Labor Relations Board election, according to William W. Kitt.

● Correction

The name of Carmin P. Napoli, president of Teamster Local 404 in Springfield, Mass., was inadvertently omitted from the listing of members of the 20th IBT Convention Officers Report Committee published in the July, 1971, issue of *The International Teamster.*

For Leadership

Fraternal Order of Eagles Presents Award to Fitzsimmons

General President Frank E. Fitzsimmons receives the Green-Murray award of the Fraternal Order of Eagles from Maynard Floyd (second from left), Grand Worthy President of the Eagles. Also present were Wisconsin Supreme Court Justice Robert W. Hansen (left) and Frank Ranney (right), secretary-treasurer of Teamster Joint Council 39.

General President Frank E. Fitzsimmons recently was given the Green-Murray award by the Grand Aerie of the Fraternal Order of Eagles.

The citation is bestowed annually by the Eagles "for outstanding leadership and statesmanship in the field of labor affairs."

The award is named in honor of two of America's most outstanding labor leaders—William Green, once president of the old American Federation of Labor, and Phillip Murray, founder and first president of the old Congress of Industrial Organizations.

Fitzsimmons received the honor from Maynard Floyd, Grand Worthy President of the Eagles, in ceremonies at Lake Geneva, Wis., during sessions of the Teamsters National Automobile Transportation Conference.

Floyd said the Eagles were proud to recognize Fitzsimmons' many talents and abilities and extended the organization's warmest congratulations on his recent election to the top job in the Teamsters Union.

Fitzsimmons expressed appreciation for the honor and added that he was accepting it on behalf of the Teamster membership in the spirit of brotherhood between the Eagles and the International Union.

An interesting sidelight of the ceremony was that Floyd once was a Teamster belonging to Local 185 in Cincinnati, O., and still carries his withdrawal card; also Fitzsimmons' father was president of an Eagle affiliate in Jeannette, Pa., for many years.

Also joining in the award ceremony were Wisconsin Supreme Court Justice Robert W. Hansen and Frank H. Ranney, secretary-treasurer of Teamster Joint Council 39 in Milwaukee, Wis.

● Certification

Teamster Local 201 of Lafayette, Ind., has been certified by the National Labor Relations Board as representative for 27 employees of Brown & Roberts Hardware & Supply Co., and Brown Roberts Electric Co., Inc., both located in Lafayette.

Gable Aguillard, Local 201 secretary-treasurer, said an NLRB election at the firm resulted in a vote of 16 for the union and 9 against.

The bargaining unit includes truck drivers, countermen, receiving clerk, shipping checker and warehousemen.

Big Gains

Teamsters Ratify 1st Contract At Pacific Southwest Airlines

Newly-organized members of Teamster Local 2707 of Los Angeles, Calif., have overwhelmingly ratified their initial contract giving them big gains at Pacific Southwest Airlines.

PSA's station agents, counter agents, ramp personnel and freight agents went Teamster late last winter as Local 2707 succeeded in its organizing campaign where three other unions had failed in the past five years.

Marvin Griswold, Local 2707 secretary-treasurer, said negotiations began in May and ratification came late in July. The agreement provided for an immediate heavy wage boost retroactive to July 1, 1971. The contract expires Dec. 31, 1973.

Besides the wage gains, the new Teamsters also may accumulate a maximum of 70 days' sick leave, and may, at their option, take five days of sick leave as extended vacation each year.

Other noteworthy provisions of the agreement are: Full payment by the company for uniforms; shift differentials; longevity pay; severance pay, strike and picket line clauses; union shop; grievance procedures; seniority language and jury duty pay.

In addition, the PSA Teamsters are now covered by a health and welfare plan, dental plan, pension plan, and long-term disability plan. A drug and prescription plan will go into effect in December of this year.

Holidays, overtime pay, a cost-of-living clause, and a vacation schedule calling for four weeks after 15 years also are included in the agreement.

Big Gains

Fordham University Inks Pact For Physical Plant Employees

A 2-year agreement providing substantial wage increases and other gains was negotiated by Teamster Local 719 of New York City recently with Fordham University.

John J. DeLury, Local 719 secretary-treasurer, led the union negotiating team which included Al Katz, Local 719 president; Paul Capsis, chief steward; Charles Reynolds, Larry Kraus and Paul LaPace.

DeLury said the agreement also provided for an additional holiday, two additional days of sick leave, and increased the employer's contribution to the pension plan.

The contract covers all physical plant employees at Fordham and also includes food employees and custodians in the Jesuit Community.

Shown signing the contract between Teamster Local 719 and Fordham University are (left to right): John J. DeLury, Local 719 secretary-treasurer; James V. Kenny, vice president and treasurer of Fordham, and Al Katz, Local 719 president.

RR Police Sign Up As Teamsters

All 114 officers up to the rank of lieutenant in the police department of the Long Island Railroad are now members of Teamster Local 808 in Woodside, N.Y.

John Mahoney, secretary-treasurer of Local 808, said the officers became affiliated with the local union as of last June 1st.

The police unit is larger than the police departments of many small cities across the land and includes canine guards and helicopter pilots. The department is responsible for patroling more than 400 miles of track and facilities.

Mahoney noted that the railroad officers have the same powers as policemen in New York City and Nassau and Suffolk Counties.

Teamsterism Comes to Blue Earth

Teamster organizers recently brought trade unionism to the community of Blue Earth, Minn., for the first time in history as Central Conference organizers scored an election win at the Schwen Dairy, a non-union firm for 60 years.

A 1-day strike followed a request by the organizers for recognition of Teamster Local 487 of Mankato, Minn., as representative of the dairy employees.

Schwen management declined to give recognition saying that an election a week later would be all right. The union organizers, on the other hand wanted the election immediately so there would be no chance of harassment of the employees.

The company already had fired two workers because of their affiliation with Local 487.

Finally the election was held under the eye of a state conciliator and the employees voted 24 to 4 in favor of the Teamsters.

● In Maryland

Drivers employed by Atlantic Associates Cartage, Inc., of Baltimore, Md., voted for representation by Teamster Local 557 of Baltimore in a recent National Labor Relations Board election, according to Joseph Zappacosta, organizer.

In Washington, D. C.

Flynn Plans with Auditors For Better Service to Locals

International Union field auditors and the staff of General Secretary-Treasurer Thomas E. Flynn met last month in Washington, D.C. Emphasis of the meeting was on better service to affiliated local unions. General Secretary-Treasurer Flynn (seated, center) is shown here with the auditing staff during a break in the meeting.

General Secretary-Treasurer Thomas E. Flynn met last month in Washington, D.C., with International Union field auditors and staff members to implement the Teamster Information-Terminal and Accounting Network (TITAN), which was displayed for delegates to the 20th Convention in July in Miami Beach, Fla.

High on the list of agenda priorities was revamping of the Local Union Secretary-Treasurer's manual. This basic manual is undergoing an extensive overhaul by the General Secretary-Treasurer's office in preparation for adoption of TITAN by International Union affiliates on a voluntary basis.

Flynn had stressed at the convention that TITAN is a voluntary program, offered to the local unions in an attempt to provide them with the latest in computerized bookkeeping methods, while at the same time freeing them from accounting burdens to better service the membership.

Pilot programs in TITAN have been in operation for several months, notably among seven local unions in Joint Council 32, Minneapolis. Previously, the International Union had initiated an experimental program in several airline local unions.

Vet Leader

Joseph Palsha (right), a member of Teamster Local 401 in Wilkes-Barre, Pa., receives congratulations from Francis Belusko, president of the local union, following election as commander of the Catholic War Veterans in Pennsylvania. Palsha has been a Teamster nearly 20 years.

● Freight Win

Drivers, dockmen and mechanics employed by Leo's Delivery of Rubidoux, Calif., voted 11 to 7 for representation by Teamster Local 467 of San Bernardino, Calif., in a recent National Labor Relations Board election, according to Al Wing, secretary-treasurer of the local union.

● Indiana Win

Drivers, mechanics, laborers and tiremen employed by Potter Material Service, Inc., of Indianapolis, Ind., voted unanimously for representation by Teamster Local 716 in a recent National Labor Relations Board election, according to Edward T. Carlson, president of the local union.

Top Truck Firms Listed By Biz Mag

Fortune **magazine has named 11 trucking firms or their parent companies in an annual survey of the 50 largest transportation companies, and together the 11 companies had operating revenue totaling nearly $2 billion last year.**

Ranked by revenue, the carriers are:

—Consolidated Freightways of San Francisco, Calif., $397,246,000.

—Leaseway Transportation of Cleveland, O., $251,398,000.

—Roadway Express of Akron, O., $232,816,000.

—National City Lines of Denver, Colo., $203,784,000.

—Yellow Freight System of Kansas City, Mo., $170,344,000.

—McLean Trucking of Winston-Salem, N.C., $146,711,000.

—Pacific Intermountain Express of Oakland, Calif., $141,753,000.

—Associated Transport of New York, N.Y., $120,660,000.

—Bekins of Los Angeles, Calif., $111,702,000.

—Spector Industries of Chicago, Ill., $99,370,000.

—Transcon Lines of Los Angeles, Calif., $89,382,000.

● In Pennsylvania

Production and maintenance workers and driver-salesmen employed by Pepsi- Cola Bottling Co., of St. Marys, Pa., voted 11 to 8 for representation by Teamster Local 963 of Bradford, Pa., in a recent National Labor Relations Board election.

● Texas Victory

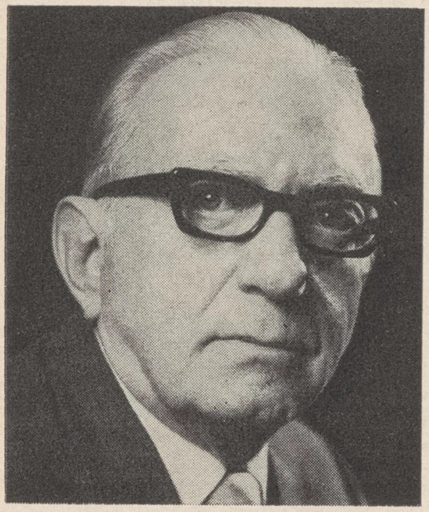
Route salesmen and warehousemen employed by P. H. McKenna, Inc., a beer distributor in Galveston, Tex., voted unanimously for representation by Teamster Local 949 of Houston, Tex., in a recent National Labor Relations Board election.

● Kentucky Win

Ten warehousemen employed by W. T. Young Storage, Inc., of Lexington, Ky., voted unanimously for representation by Teamster Local 89 of Louisville, Ky., in a recent National Labor Relations Board election, according to Marion Winstead, secretary-treasurer of the local union.

Flynn Speaks to Bakery Conference

General Secretary-Treasurer Thomas E. Flynn was a guest speaker at the meeting last month in Washington, D.C., of the Teamsters National Bakery Conference.



Thomas E. Flynn

The Bakery Conference is one of the three trade conferences and seven trade divisions in the International Union organizational structure.

Wendell J. Phillips, of San Francisco, is chairman of the Conference, and Harold J. O'Brien, of Chicago, is Conference secretary-treasurer.

Flynn acknowledged that the busy schedule of General President Frank E. Fitzsimmons prevented his attendance at the Conference. However, Flynn stated that Fitzsimmons, he and the Teamster general executive board supports the work of the Bakery Conference.

The General Secretary-Treasurer noted that jurisdiction in representing bakery wagon drivers and in-plant workers is one of the oldest in the Teamsters.

Flynn congratulated the Conference for its constant attention to the job-problems of members in the bakery industry, especially "because of ever-changing methods of distribution and recent changes implemented by the wage-and-hour division of the Labor Department."

Phillips and O'Brien reported a fruitful three-day meeting of the delegates who addressed themselves to the on-the-job problems of bakery wagon drivers and in-plant workers in the nation's huge bakery industry.

Within a Week

Pennsylvania Local 110 Wins Two NLRB Rulings

Teamster Local 110 of Johnstown, Pa., recently won two National Labor Relations Board rulings in cases involving two different companies—all within one week.

The decisions involved E. L. Jones Dodge, Inc., of Johnstown, Pa., and Landis Tool Co., a division of Litton Industries, Waynesboro, Pa.

In the first case, the Board affirmed the trial examiner's conclusions that the company illegally refused to bargain with Local 110 and discriminatorily selected three employees for layoff because of their union activities.

The Board also found that the layoff was not economically justified, but was designed to undermine the union's majority status and thwart its organizational effort.

Jones Dodge was ordered by the Board to cease the unfair labor practices, bargain with the union upon request, and offer reinstatement to the discriminatees and make them whole for any losses suffered.

In the tool company case, the Board again affirmed the trial examiner's findings. It was found that the company committed acts of restraint and coercion which warranted holding a second representation election.

The unfair labor practices, committed by the firm during Local 110's organizing campaign, included interrogating employees about their union activities, creating the impression of surveillance of their union activities, and threatening the workers with plant closure. Also, the company solicited employee complaints and grievances.

Landis Tool was ordered by the Board to cease the illegal activity and scheduled a second balloting.

● In California

By a better than 9-to-1 majority, employees of Double-D Foods, Inc., of Los Angeles, Calif., voted for representation by Teamster Local 547 in a recent National Labor Relations Board election.

Charles C. Cook, Local 547 secretary-treasurer, said 38 maintenance and shipping employees, production workers, warehousemen and truck drivers were eligible to vote. The tally was 29 to 3 for the union.

Roadeo Winners

ASSOCIATED WHOLESALE GROCERS, INC.
1601
ASSOCIATED

Two winners in the 1971 Kansas State Truck Roadeo are shown with their trophies: Jerry Bailey (left) and Charles Dismang, both of Teamster Local 955 in Kansas City, Mo. It was the first time that Associated Wholesale Grocers, Inc., drivers had entered the competition. Bailey won the 4-axle crown and Dismang won the 5-axle title.

Nurse Home Employees Go Teamster

Employees of the Harrison Nursing Home in Fall River, Mass., voted unanimously for representation by Teamster Local 526 in a recent National Labor Relations Board election.

Anthony J. Materia, Local 526 secretary-treasurer, said 67 workers were eligible to ballot. The vote count was 40 to 0 in favor of the union.

The bargaining unit includes: The head chef, assistant chef, kitchen aides, activities director and assistant, laundry workers, nurse's aides, orderlies, maids, maintenance men and miscellaneous help.

Agreement Ruling Won In Minnesota

The National Labor Relations Board ruled recently that Komatz Construction, Inc., of St. Peter, Minn., unlawfully refused to execute a collective-bargaining agreement between the Associated General Contractors of Minnesota and Teamster Local 487 of Mankato, Minn.

The Board also sustained the trial examiner's findings that AGC unlawfully assisted, recognized and contracted with Local 78 of the Christian Labor Association, an independent union, in an effort to undermine the Teamster position.

Komatz was ordered by the Board to cease the unfair labor practices, withdraw recognition from CLA, sign the agreement negotiated by the AGC upon the request of the Teamsters, give retroactive effect to its terms, and refund dues and fees withheld from employees' wages for the CLA.

● In Missouri

Employees of Missouri Transit Lines, Inc., in Moberly, Mo., voted overwhelmingly for representation by Teamster Local 833 of Jefferson City, Mo., in a recent National Labor Relations Board election.

Gene Quinn, Local 833 president, said 26 drivers, mechanics and helpers, and washers were eligible to vote. The ballot count was 24 for the union and 1 against.

Teamster Champs

This team sponsored by Teamster Local 245 of Springfield, Mo., tied for the championship in its division of play for 13-year-olds this summer, marking the fifth straight year of winning or sharing the title. The league 5-year record of the squad is 67-13. Left to right are: Front row—Joe Scott, Gary Lamb and David Melton; Second row—Randy Marlin, Doug Anderson, Johnny Beazley, Jr.; Jimmy Rogers, Steve Hunt and scorekeeper David Scott; Third row—Rex Long, Selden Martin, Mike Thomas, Jeff Pittman, Tommy Walker and Bobby Allen. To the side are John Beazley, assistant manager, and Ben Scott, manager.

Award for Joe 'T'

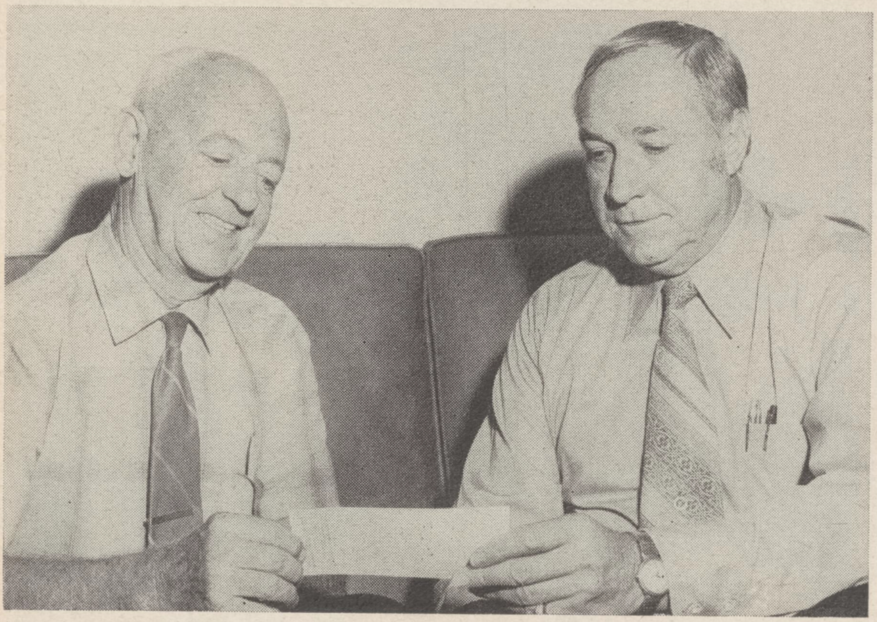
TEAMSTE
Joseph Trerotola

IBT Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, recently was presented a certificate of appreciation by Brig. Gen. E. B. Owen, commander of the Eastern Area Military Traffic Management and Terminal Service, The certificate was in recognition of Trerotola's "outstanding cooperation and assistance . . . in meeting the needs of our military families and the movement of critical defense material. . . ."

Driver Retires

Frank T. Rodriguez (center, standing), a member of Teamster Local 968 for 23 years and employed all the while with Roadway Express at Houston, Tex., has retired. Shown with Rodriguez are co-workers bidding him farewell (left to right): Standing—Charles Brawley, business agent; Rodriguez' brother, R. T. Rodriguez; the retiree; O. D. Peppy, terminal manager; Loyd Turner, local union president; Kneeling—Two more brothers, A. T. Rodriguez and G. T. Rodriguez. The remaining Rodriguez brothers still on the job have a total of 92 years' membership with the union.

50-Year Man



Herman Roberts (left), a member of Teamster Local 306 in Los Angeles, Calif., retired recently after working 50 years for one company—Challenge Dairy. Roberts, shown receiving his first pension check from Earl Houston, Local 306 secretary-treasurer, wound up his career as cheese and butter route foreman.

Hat Issue Won by Jersey Local

Teamster Local 102 of Rockaway, N.J., recently won an arbitration decision involving hats worn by employees of the Anheuser-Busch brewery in Newark, N.J.

Ben Merker, Local 108 secretary-treasurer, said one worker was fired and 14 others were suspended by the company without warning.

The disciplinary action and the discharge came after the workmen were issued paper hats and told to wear them on the job. One employee, John Begley, refused to wear the hat twice and was at first suspended and then fired. The other 14 employees were suspended one day each for failure to wear the hats.

It was the arbitrator's decision that the company had every right to request the employees to wear hats to meet food and drug regulations, but that there should have been communication with both the union and the employees before attempting to enforce the rule.

Begley was ordered reinstated to his job and was given $2,200 in back. The suspended employees also received pay for the day lost.

IBT Research Head Named To Committee

Al Weiss, research director for the International Brotherhood of Teamsters, has been named to a committee for the "White House Conference on the Industrial World Ahead: A Look at Business in 1990."

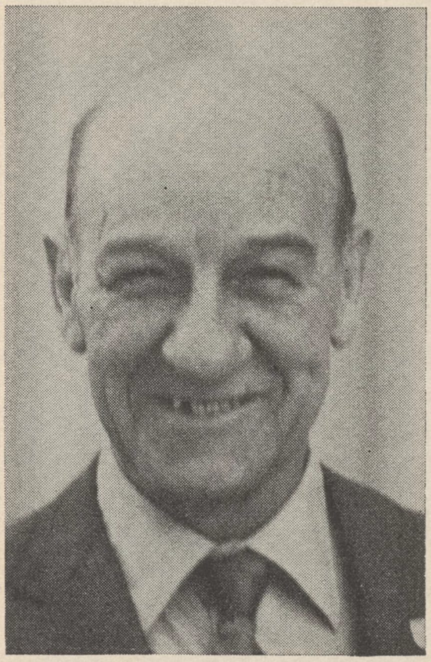
The conference is planned for November 8th of this year and will be hosted jointly by the Department of Labor and the Department of Commerce.

The purpose of the advisory committee is to assist in the development and planning of program subjects and presentations.

● New Mexico

Dump truck owner-drivers employed by Albuquerque Gravel Products Co., in Albuquerque, N.M., voted unanimously for representation by Teamster Local 492 in a recent National Labor Relations Board election, according to Ralph O. Chavez, assistant business agent for the local union.

Retiree



Bob Milliken, a business representative for Teamster Local 31 of Vancouver, B.C., for the past 20 years, retired recently. Milliken was active also in other labor organizations and at one time served as president of the Vancouver Island Building Trades Council.

● Denver Win

A majority of workers employed by Albert-Ross Refrigerator Co., in Denver, Colo., voted for representation by Teamster Local 452 in a recent National Labor Relations Board election.

Donald L. Sutton, Local 452 secretary-treasurer, said 38 employees were eligible to ballot. The vote was 16 to 5 for the union with one ballot challenged.

● Ohio Victory

Office and clerical workers employed by Fischbach Trucking Co., in Akron, O., voted for representation by Teamster Local 497 in a recent National Labor Relations Board election, according to James F. Wykle, secretary-treasurer of the local union.

● In Minnesota

A majority of employees of the Silverline Mfg., Co., of Detroit Lakes, Minn., voted for representation by Teamster Local 346 of Duluth, Minn., in a recent National Labor Relations Board election, according to Chester H. Gudvangen, secretary-treasurer of the local union.

In Cincinnati

Two Rulings Won by Local Over Obstinate Employer

Teamster Local 100 of Cincinnati, O., recently won National Labor Relations Board decisions in two separate cases involving the same employer—Ace Doran Hauling & Rigging Co.

One case involved the laying off of four drivers and the other was a matter of the company's refusal to bargain.

The Board agreed with the trial examiner that the company had discriminatorily laid off the drivers and refused to recall them to work because of their support for Local 100.

All four men had signed union authorization cards and were tossed off the job four days before a hearing in a representation case. The hearing eventually led to certification of Local 100 as representative of all single owner-drivers and all non-owner drivers operating equipment under lease to the company, and all drivers operating the employer's own equipment.

The men who were laid off all operated the employer's own equipment. The examiner concluded the employer had no intention of recalling any of the men as work arose.

A month later, the Board granted a motion for summary judgment after concluding that the company illegally refused to bargain with Local 100, by now the certified representative of all the drivers involved at the company's two terminals.

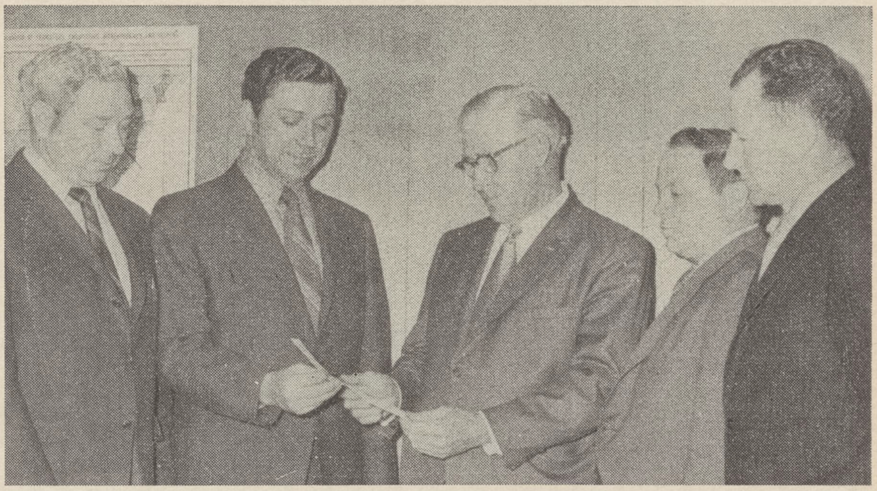
It was contended by the company that the certification was invalid, but he Board dismissed the plea for lack of merit.

The Board ordered, in the first case, that the company cease its unfair labor practices and offer the four drivers reinstatement and and make them whole for losses suffered. In the second case, the Board ordered the company to cease the illegal activity and bargain with Local 100 upon request.

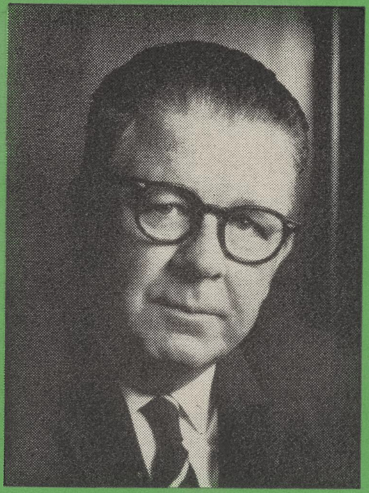
● Iowa Victory

Yardmen, drivers and receiving clerks employed by Payless Cashways, Inc., a retail lumber firm in Lavenport, Ia., voted 8 to 5 for representation by Teamster Local 371 of Rock Island, Ill., in a recent National Labor Relations Board election, according to Lee Alredge and Charles Gauwitz, organizers.

Safe Driver



Arthur Jackson (center), a 36-year member of Teamster Local 437 in Haverhill, Mass., is shown receiving a safe-driving award for 26 years on the road without a chargeable accident. At the ceremony were (left to right): Arnold Bird, Local 437 business agent; Rudolph Wydola, presenting the award from the Commonwealth of Massachusetts; Jackson; Robert G. DeRusha, Local 437 secretary-treasurer, and Richard Cartier, terminal manager for Holmes Transfer which employs Jackson.



CRISIS

IN HEALTH CARE IN THE UNITED STATES

TOP PRIORITY has been given by organized labor to the enactment of the Health Security Act in the next session of the Congress.

We in the Teamsters view passage of a comprehensive national health plan one of America's greatest needs. Experience in the negotiation and purchase of health and welfare plans has pointed out the sad state of health care available to Americans.

We negotiate thousands and thousands of dollars annually designated to purchase health insurance for our membership. Our interest in securing the best care for the health insurance dollar is our primary concern. We know from experience that the quality of medical and health care our members receive is far from what it should be.

What we do not know is how workers not covered by union health and welfare plans can afford anything but minimal service from the medical and health services. We know financial ruin results from major medical needs and prolonged illness.

What appears on the following pages is an accumulation of facts and figures concerning medical and health care in the United States today.

I believe that after you have read this article, you will be in accord with the pressing need for a national health plan. I also believe you will agree with the pressing need for each and every citizen to demand of his congressman and senators that the Health Security Act be passed when the Congress reconvenes.

Fraternally,

Frank E. Fitzsimmons
General President

● In fiscal 1970, the average per-capita health expenditure increased $33 to a total of $324 per year per person.

There is a crisis in medical care in America.

On this there is little disagreement. The disagreements arise as to the solution. But the facts of the crisis—uncontrollable costs, the disparity in health care and the lack of organization of medical care facilities and personnel—dictate the solution.

If the problems are separate and treatable on a piecemeal basis—as some special interest groups are saying—then the health care system is actually quite healthy and only in need of a transfusion. This view belies the facts.

The problems are interrelated. The fact that health is deteriorating can be directly traced to high cost, lack of facilities, the failure of private insurance and the present direction of the system primarily to treatment of acute illness—and not to prevention of illness.

The points which follow are facts—facts which attest to soaring costs; facts which show America is not Number One in health, only in health expenditures; facts which tell of disorganization, duplication and waste. The facts call for a comprehensive solution to the crisis in medical care.

Background

- Health care expenditures in the fiscal year ending June 30, 1970, increased 12.2 per cent to a total of $67.2 billion. This was an increase of $7 billion over 1969. In 1960, the U.S. spent $27 billion for health care. Since 1950, costs have risen 400 per cent. (All figures are for fiscal years.)
- Health care now represents 7 per cent of the entire Gross National Product of the U.S. In 1960, it was 5.4 per cent.
- In 1970, hospital costs increased at a greater rate—15 per cent—than any other element of health care. It totaled $25.6 billion.
- Cost of physicians' services increased 9.5 per cent and totaled $12.9 billion.
- In the past 10 years, the cost of living has increased 25 per cent; hospital daily service charges went up 150 per cent; physicians' fees nearly 50 per cent.
- In fiscal 1970, the average per capita health expenditure increased $33 to a total of $324 per year per person.
- In 1969, the average medical bill for the elderly was $692—of which $163 was paid out-of-pocket.
- The average medical bill for a person under age 65 was $210, and nearly half of it—$98—came directly out of the individual's pocket.
- The size of the health care industry has been increasing too, to the point where President Nixon says it is the nation's third largest employer with more than 4 million workers.
- The federal government, President Nixon says, is spending $21 billion this year on medical needs—about 30 per cent of the nation's total spending in this area. The two biggest programs are *Medicaid* and *Medicare.*
- Combined, Medicaid and Medicare are costing the federal treasury in fiscal 1972 a total of $13.3 billion a year—double the expected figure. By 1975, they could total at least $20 billion.
- In 1970, Medicaid cost $5 billion—$2.5 billion from the federal government and the rest from financially-strapped state and local governments. The program is administrated unevenly:

  —Medicaid largely excludes the working poor.

  —Only one-third of the poverty population received Medicaid services in 1970.

  —2 states, Arizona and Alaska, have no Medicaid program at all.
- Medicare cost $7.1 billion in 1970—up from $4.7 billion in 1967.

  —Between 1967 and 1969, health expenditures for the aged rose by 42.2 per cent, twice as fast as the expenditures for younger persons.

  —Medicare covered only 47 per cent of the total personal health care expenditures of the aged in 1969, leaving uncovered an average health bill nearly as large as the total health bill for the average younger person.

  —Medicare monthly premiums have nearly doubled since the program began in 1966—rising from $3.00 to $5.30—and increased to $5.60 in July, 1971.

  —The "deductible," the payment made by the patient in a hospital or extended care facility, has increased by 50 per cent. In 1966 the patient had to pay the first $40, now he pays the first $60.
- The rate of cost increases for health care

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● ***Medicare monthly premiums have nearly doubled since the program began in 1966—rising from $3.00 to $5.30—and were increased to $5.60 in July, 1971.***

items is double that for other consumer items.

- Estimates for expenditures for 1975, if National Health Security is not enacted, range between $111 and $120 billion; for 1980, between $156 and $189 billion. If Health Security is enacted this year, savings will amount to $29 to $32 billion in 1975, and between $48 and $61 billion in 1980.

Analysis: The soaring cost of medical care is well-documented and virtually unchallenged. The soaring cost of Medicaid is more sobering when one considers it is not helping two-thirds of the poor people it was designed to help. Medicare, too, is increasing in cost and so is the realization that the elderly have to pay more and more out of their limited incomes to receive health care.

Not just the poor and the old are affected by the cost increases. The average American is also hard hit. A lawyer specializing in bankruptcy cases has said that many personal bankruptcy cases are due to the high cost of medical care. Medical care is the fastest growing item in family budgets, and it is growing twice as fast as other costs.

America is Number One in the world in health care expenditures, but is this great expense buying the U.S. the top ranking in health?

Health

- This first set of statistics is used by Secretary of HEW Elliot Richardson:

—Since 1950: life expectancy has increased by 3.4 per cent; infant death rate has dropped by 2.3 per cent; maternal death rate has gone down 66 per cent; neonatal death rate has fallen by 19.5 per cent.

—Between 1960 and 1968: the days lost from work per person have decreased by 3.5 per cent; days lost from school per person have decreased by 7.5 per cent.

● ***The poor have twice as much illness; four times as much chronic illness; three times as much heart disease; seven times as many eye defects; five times as much mental retardation and nervous disorder.***

The above statistics are not in dispute but the following statistics more closely relate to the comparative health of Americans. (Figures are taken from such international sources as the World Health Organization.)

- The United States ranks 13th among industrial countries in infant mortality. The infant death rate for non-white babies is nearly double that for whites.

—15 individual nations have improved their infant mortality rates since 1950 more than the U.S.

—40,000 fewer babies would have died if the U.S. infant mortality rate were equal to Sweden—the best.

- The U.S. ranks 7th in the world in its maternal death rate; the rank in 1952 was the best.

—Non-white mothers have no better chance of surviving childbirth than the women of Costa Rica.

- Males live longer in 17 other nations. Non-white males live seven fewer years than white males.

—The U.S. ranks 16th among industrial countries in the death rate of males in their middle years (40 to 50).

- Women live longer in 10 other countries. Non-white females live seven fewer years than white females.

And comparatively within the United States, the health of poor persons is much worse than more affluent Americans. Every report by government and private sources has documented that fact, and the figures are commonly accepted.

—The disability rate for families below the poverty level is at least 50 per cent higher than for families with incomes about $10,000.

—The poor have twice as much illness; four times as much chronic illness; three times as much heart disease; seven times as many eye defects; five times as much mental retardation and nervous disorder.

—50 per cent of poor children are not immunized against common childhood diseases, such as diphtheria, smallpox, mumps and measles.

—Nearly half the women delivered in city and county hospitals—most of them poor—have had no prenatal care at all.

—A child born into poverty has twice the chance of dying before age 35 as a child born into a middle class family.

- Many deaths each year are due to diseases which can be prevented.

—Gynecologists estimate that 51 per cent of maternal deaths in 1967 were due to conditions at least potentially preventable.

—12,000 American women will die this year of cervical cancer, a disease which can be cured if diagnosed early enough.

Analysis: It has been argued that the internationally accepted standards of health cannot be related to the American situation because of the

● ***Private health insurance pays only 37 per cent of private health care costs, while insurance premiums are expected to double in the next five years.***

size of the U.S. and its diverse population. Some think it unfair to consider the shocking data for non-whites and the poverty-stricken because they tend to depress America's health ranking.

Indeed, the former editor of the AMA Journal has pronounced: "For the kind of country we have and the circumstances we have, our infant mortality rate is nothing to be crying about."

But mothers do cry. People do have expectations and rights. Good health is a reasonable expectation and good health care is a right. While America is number one in health care expenditures, it is not number one in any of these accepted standards.

Examine the statistics closely: 40,000 infants would not have died; more than half the mothers who died in childbirth could have been saved; 12,000 women could be saved from one disease alone.

Well, then, if U.S. health care expenditures are not buying health, are they buying quality health care?

Quality of Care

● A recent study by the School of Public Health of the University of California at Los Angeles of care in a community hospital revealed:

> —Attending physicians frequently failed to make a precise diagnosis.
>
> —Antibiotics were used excessively and often inappropriately.
>
> —An alarming number of unnecessary surgical procedures were performed—particularly in female reproductive operations and tonsillectomies and adenoidectomies.

● Two studies of the medical care received by hospitalized patients in New York City conducted by the School of Public Health of Columbia University revealed:

> —43 per cent of the care was "less than optimal."
>
> —One-third of the hysterectomies were unnecessary and an additional 10 per cent questionable.
>
> —20 per cent of the general surgical cases were delayed unjustifiably.
>
> —Only 31 per cent of the non-surgical hospital admissions received "optimal" care. Inadequate diagnosis was the principal reason for "less than optimal" care for the remaining 60 per cent.

● An article in the New York State Journal of Medicine written by a surgeon, Dr. Arthur James Mannix, Jr., states that "close to 50 per cent" of all operating room deaths are caused by "errors in judgment or technique concerning either the anesthesia or the surgery, or a combination of the two."

● *Fortune* magazine reported a Rockefeller Foundation study of how North Carolina physicians treat their patients concluding that more than 60 per cent of the therapy was below acceptable standards.

● Another study, reported by *Fortune* magazine, rated more than 40 per cent of the surgery performed as "less than good."

Analysis: These statistics were not selected as an indictment of the medical profession. Rather, they are symptomatic of the larger problem of quality health care. The present system does not leave adequate provision for "peer review" by doctors. Doctors are the only ones who can judge the quality of another doctor's work.

Part of the reason for the overemphasis on surgery is that insurance companies are more likely to cover surgery than other forms of treatment. Insurance coverage is concentrated toward the high cost items—hospitalization and surgery.

Treatment and tests in the doctor's office—which are less expensive—are not sufficiently covered by insurance. This encourages treatment and tests to be performed where they are covered by insurance, too often in the hospital, not in the doctor's office where treatment would be best and most efficient.

What other roles do insurance companies play in the medical care crisis?

Private Insurance

● Private health insurance is a $14.7 billion-a-year business, fragmented among 1,000 companies.

● Operating expenses of commercial health insurers for group policies averaged 13.2 per cent of premium income in 1969; for individual policies, operating expenses were 45.6 per cent in 1969. Approximately 21 cents of every premium dollar goes for operating expenses of commercial companies.

● Operating expense for Blue Cross-Blue Shield in 1969 averaged 7.4 per cent, but Blue Cross-Blue Shield claimed a loss of $205.2 million.

● Public health insurance programs in some Canadian provinces are administered at less than half the cost of private insurance in the U.S.

● Private insurers claimed a loss of $600 million in 1970.

- Private health insurance pays only 37 per cent of private health care costs.
  - —Insurance premiums are expected to double in the next five years.
  - —Comprehensive Blue Cross-Blue Shield coverage may cost $907 by 1975—compared with $469 in 1969.
  - —Private insurance premium rates are increased to keep pace with higher hospital costs and doctors fees and to pay for operating expenses and profits.
- Lower-risk and higher-risk subscribers are rated separately—what is called "experience rating"—with the result that those most in need of protection, and probably least able to pay for it, are charged higher premiums.
- Private health insurance industry spokesmen claim that 88.8 per cent of the population under 65 have some health insurance. The Social Security Administration figures dispute that. Social Security figures show:
  - —While 81.3 per cent of those under 65 have hospital coverage, 34 million have no coverage at all.
  - —While 78.8 per cent have surgical coverage, 38.5 million have no coverage.
  - —While 69.6 per cent receive benefits for in-hospital doctor visits, 55.3 million do not.
  - —While 64.8 per cent have coverage for X-ray and laboratory examinations, 64 million do not.
  - —43 per cent have some coverage for doctor office and home visits, 103.5 million do not.
  - —4.6 per cent have dental care benefits, 173 million do not.
- Half of the families with incomes between $3,000 and $5,000 a year have no insurance, and in most states these families are ineligible for Medicaid.
- The *Wall Street Journal* reports insurance companies are planning to cancel policies of subscribers who make too many claims.

Analysis: Private health insurance is a big business, and it got that way by not insuring health—it insures sickness.

It holds a $14.7 billion lever that could be used to improve quality, force more efficient utilization of hospitals, discourage unnecessary hospitalization. No one company has sufficient resources to make a dent in waste and inefficiency. The industry has refused to use its combined resources to encourage efficiency.

Instead, it acts solely as a paymaster, paying bills that come in without question. As a result, private insurance has contributed more than its share to soaring costs.

Commercial insurance companies are in business for a profit, not for humanitarian reasons. They refuse to provide insurance for those who need it most and cancel the policies of those who use it most.

Since approximately 80 per cent of the population under 65 has some coverage against the most expensive items—hospital care and surgical services—that has become the rationale for treatment. A doctor looking out for the welfare of his patient will treat that patient in a hospital, where the insurance company will pay, rather than in the doctor's office where the patient will have to pay.

The type of insurance coverage a person has dictates where and when he will receive treatment and how much it will cost. Insurance fee schedules too often determine the minimum charge instead of the maximum.

Private insurance is not worried about cost controls. When costs go up all they have to do is raise their premium rates. Private insurance is not worried about the quality of medical care, whether it is good or bad, needed or not needed, because private companies only pay for the care with someone else's dollars.

The limitations, exclusions and inadequate benefits of private insurance has influenced how doctors and hospitals provide their services. Insurance companies make financial determinations—not medical ones. Insurance company practices often determine if, how, where and when doctors treat patients.

Doctors

- In 1968, there were 287,000 doctors in active practice in the U.S.—52,000 less than experts say are needed.
- Medical schools are graduating only 7,400 a year; far too few to make up the existing shortage. Medical schools turned away 15,000 qualified applicants last year because of a shortage of space.
- On the average, there is one doctor for every 630 persons.
  - —In more than 130 counties, comprising 8 per cent of the land area of the U.S., there are no private doctors.
  - —In urban areas it is not unusual to find one private doctor for every 200 patients in the suburbs and only one doctor per every 12,000 people (or 5 per cent of the national average) in the inner city.
  - —Chicago's inner city neighborhoods have 1,700 fewer physicians today than 10 years ago.

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—1,000 Midwest towns recently reported they have no doctors.

- There are now 35 specialties in American medicine. No single doctor knows the entire field or can supply all services. No one doctor treats the patient as a whole person. Consultations between specialists are imperative for the best treatment. Specialization without organization is incomplete and expensive care.
- Foreign-trained doctors fill 30 per cent of the medical residencies; 27 per cent of the internships; and comprise 14 per cent of the active doctors.
- Only 2 per cent of the nation's physicians are black, while 11 per cent of the population is black. Few white doctors establish private practices in black neighborhoods.
- According to the magazine, *Medical Economics*, the average physician's income in 1955 was $16,000; by 1969, it was $40,500.
- The average cost to the student of four years of medical school is $20,000.
- More than 90 per cent of interns and residents receive salaries under $6,000 a year.
- Doctors below the age of 35 typically earn less than other professionals except clergymen, because new doctors have difficulty establishing their practices.
- Physicians' incomes have been increasing more than twice as fast as workers' earnings.
- Since the introduction of Medicare-Medicaid, doctors have doubled the rate of increase of their fees.
- Malpractice insurance premiums have increased 10 per cent a year for the past 5 years. This increase and other overhead costs—rent, salaries, etc.—are reflected in higher patient bills.
- A solo practice doctor spends a substantial part of his time—one medical administrator estimates approximately 25 per cent—on business, that is, billings, insurance forms, bookkeeping, ordering supplies, etc. The same medical administrator estimates that a group practice doctor spends less than 1 per cent of his time on such matters.
- Other health professionals can take some of the burden off doctors:

  —12,000 nurse anesthetists already do 45 per cent of the anesthetic work in the U.S., *Fortune* reported.

  —A well-trained assistant could perform 80 per cent of a pediatrician's services for well babies—leaving the pediatrician time to care for sick children.

  —Some 30,000 medical corpsmen are discharged from the military every year, each with roughly $25,000 worth of training in medical skills. Few have yet been permitted by state laws to use these skills as civilians in good-paying para-professional roles.

Analysis: The problems of doctor shortage and availability of care for large portions of the society have been accentuated by the medical profession's adherence to solo practice and fee-for-service. Today, a doctor is paid on a basis of how many services he provides to sick patients, not how many he keeps well. In ancient China, a doctor was paid for keeping his patients well and didn't receive payment while they were ill.

American doctors are the best-trained in the world. But they can't put the training to best use under the current health delivery system. They spend too much time billing patients, worrying about the type of insurance coverage a patient has, trying to collect bills, and attending patients who could adequately be treated by doctors' assistants, nurses and other non-physician medical personnel.

With all the control that doctors exert over the health care field, they have been unable to prevent the health care crisis. The American Medical Association, until quite recently, has opposed federal aid to medical students and medical schools that would have relieved the doctor shortage. Doctors who have wanted to join group practice plans have been barred from doing so in 22 states because of restrictive laws lobbied for by the AMA, and in other states have been denied hospital privileges.

For all the problems that face doctors, those confronting American hospitals are greater.

Hospitals

- The average hospital stay today is a day longer than it was 8 years ago.
- A recent study of patient days for a group of hospitals in Oklahoma revealed this breakdown:

  —37 per cent of the patient days were for Medicare;

  —13 per cent were for Medicaid;

  —10 per cent were classified as charity or bad debts;

  —40 per cent were Blue Cross, commercial insurance or private pay patients.
- A disproportionate share of a hospital's total financial requirements is paid by Blue Cross, commercial insurance and private pay patients. Medicare and Medicaid assume none of the burden of non-paying patients. Additionally, Medicare does not pay for community services, such as maintaining emergency rooms, obstetrical wards, charity outpatients clinics—all these costs are averaged out and reflected in the Blue Cross, commercial insurance and private pay patient's bill.
- Hospital workers in recent years have made major wage gains. However, these gains were well-deserved, and overly-delayed, but wages are still inadequate. Overall, hospital wages are increasing only a little more than half the rate of total hospital costs. The American Hospital Association reports the daily expense of community hospitals went up by 59 per cent between 1963 and 1968, while hospital workers' salaries rose 35 per cent.
- Hospital charges are increasing at a rate of 15 per cent a year.
- An estimated 25 per cent of the patients in hospitals on any given day would not have to be there if their insurance paid for ambulatory care.
- Hospital admission rates for persons covered by private insurance are about double those for persons in prepaid group practice plans.

• Duplication of services, misuse of facilities and down-right waste are major factors in soaring hospital costs. Only one half of the increase in hospital charges can be attributed to inflation.

The following three efficiencies would have saved $4.5 billion if in effect last year:

- Hospitals are not operated on a full-service basis seven days a week. Operating all hospitals services seven days rather than the present five can reduce the average patient stay.
- If tests that could be performed outside a hospital were done so, 118 hospital days per 1,000 patients could be saved.
- Hospital maternity and pediatric services are duplicative. The average maternity ward occupancy rate is about 50 percent. If services were consolidated into fewer hospitals, an additional 8,000 beds would be available.
- Some 800 American hospitals maintain expensive open-heart surgery facilities. In a third of these, a year may go by without a single operation being performed, but the high cost of maintaining these units is averaged into every patient bill.
- *Fortune* reported, of the 806,000 beds in general hospitals, an average of 20 per cent are always empty.
- In Los Angeles, at what *Time* magazine has called "hospital corners," four cobalt radiation units for cancer treatment are installed, where one or two could efficiently serve the hospitals of the area.
- The average hospital day, in early 1970, cost about $70. For New York it was $110; $103 in Boston; $90 in Chicago; $88 in Minneapolis; $90 in New Orleans, $117 in Los Angeles. For government-run V.A. hospitals, the average is $40 a day.

Analysis: Duplication of services, misuse of facilities and down-right waste are major factors in soaring hospital costs. Only half of the increase in hospital charges can be attributed to inflation.

Many factors must share the blame, but the hospital workers who have received much of the blame don't deserve it. It makes no sense, and is extremely unjust, to have people working for less than a living wage in order to hold down other people's medical costs.

Insurance companies, by concentrating benefit payments for in-hospital treatment, have created incentives for the most costly treatment. Then the companies usually do not check to determine if the charged procedures were actually performed or, in fact, necessary, thus building in cost increases.

Doctors control most hospital costs and 90 per cent of all medical costs. Doctors decide whether a patient goes to a hospital or receives equal or better, but far less costly, treatment as an outpatient. The physician decides what tests are given to a patient. The physician prescribes an expensive brand name drug or the much cheaper, equally effective generic equivalent. The physician decides how often he sees a patient.

Hospitals are also at fault by competing for physicians by installing expensive, prestige equipment that is not used sufficiently to warrant the cost. Instead of promoting efficiency by pooling resources, hospitals drive up the cost by competing for prestige.

Hospitals can be used efficiently—at less cost without sacrificing quality. Prepaid group practice plans have shown that.

Group Practice

- Group health plans cost 25 to 33 per cent less than comparable private insurance. Out-of-pocket expenses for subscribers are 20 per cent less than those for persons who have top grade Blue Cross-Blue Shield coverage.
- Seven million Americans are enrolled in group plans.
- Hospitalization utilization rates for group practice are 25 to 50 per cent less than for persons covered by commercial insurance.
- Surgical rates are half those of commercial insurance subscribers.
- Non-group patients are twice as likely to have appendectomies; four times as likely to have their tonsils and adenoids removed.
- Premature birth rates in group health plans are less than for commercial insurance plans.
- Studies indicate group doctors are twice as efficient.
- Patients retain the freedom to choose their own personal doctor within the group.
- Services are more easily available at night and on weekends because work is scheduled.
- Overhead costs are sharply curtailed because many doctors use the same facilities and equipment and share the expense of medical assistants and business personnel.
- Consulting specialists are available in the same building and the cost is absorbed in the prepayment feature.
- Doctors work more regular schedules; have better opportunities for continuing education; less financial risk upon first entering practice, and lower rates for malpractice insurance.

Analysis: Prepaid group practice operates on these principles:

1—It removes concerns about cost from a patient's decision to seek medical aid, encouraging preventive care and early treatment.

2—Maximizes efficiency of medical personnel and facilities.

3—Rewards doctors for preventing illness and providing timely care.

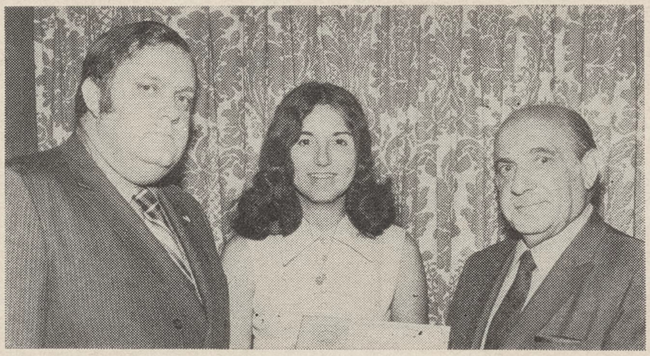
Prepaid group practice is efficient in terms of health costs and treatment. It is economical, providing better care for more people at less cost.

In short, prepaid group practice works, and that is why it is a cornerstone for National Health Security.

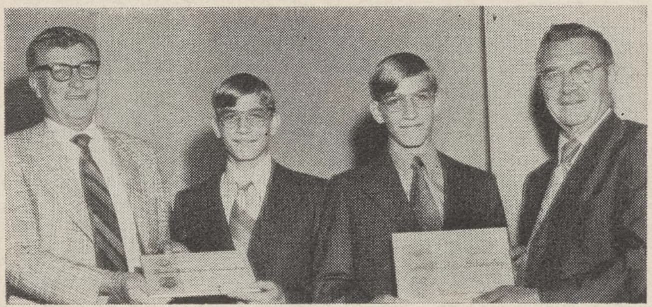
Hoffa Scholarship Winners Receive Awards at Banquets

AWARDS dinners were held around the country during recent weeks as area Teamsters Union officials made formal presentations of scholarships to the eight youngsters who won the 1970-71 James R. Hoffa Scholarships valued at $6,000 each.

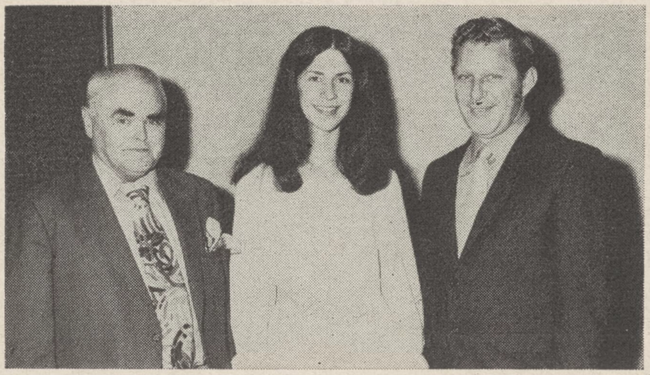
Sons and daughters of Teamsters were eligible for the college grants. Two winners were selected from each of the four Area Conferences.



IBT Vice President Joseph Trerotola (right) of New York City and A. E. McDonough, president of Teamster Local 854 in Jamaica, N.Y., present the Hoffa scholarship certificate to Barbara Scandurra, daughter of Gaetano Scandurra, a member of Local 854.



The Bandhauer twins, Michael and Mark (left and right), sons of Robert Bandhauer, a member of Teamster Local 595 in Los Angeles, Calif., are shown receiving their awards from Pete Kurbatoff (left), president of of Teamster Joint Council 42, and Jerry Vercruse, Local 595 secretary-treasurer.



Thomas E. Lee (left), secretary-treasurer of Teamster Local 407 in Cleveland, O., is shown with Christine Zarzeczny and her father, Chester Zarzeczny, a member of the local union, following Hoffa scholarship ceremonies.

IBT Vice President Robert Holmes of Detroit, Mich., presented the Hoffa award to Michael Samoszuk, Jr., son of a member of Teamster Local 827 in St. Paul, Minn.

IBT Vice President Joseph W. Morgan of Miami, Fla., presents a Hoffa Scholarship grant to Judy Murphy, daughter of Sylvia Murphy, a member of Teamster Local 769 in Miami, Fla.

C. Howard Jones, International representative, is shown presenting a Hoffa scholarship certificate to Gary Johnson, son of Dennis Johnson, a member of Teamster Local 373 in Fort Smith, Ark.

IBT Vice President Edward Nangle (right of Reading, Pa., presents a Hoffa scholarship certificate to Mary Stefanyszyn, daughter of Wolodymyr Stefanyszyn, a member of Teamster Local 463 in Philadelphia, Pa. Observing the ceremony are Andrew Crawford (left) and William Kaiser, secretary-treasurer and president respectively of Local 463.

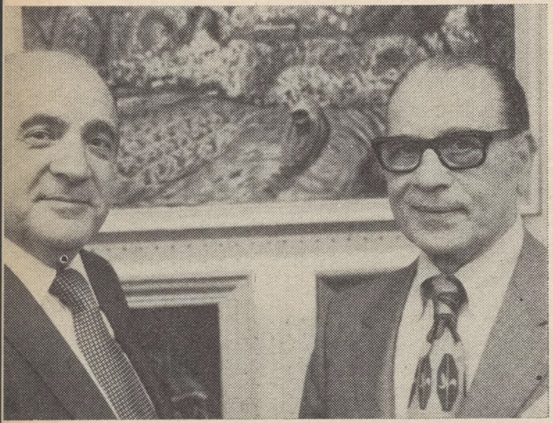
Jt. Council 16

NY Teamster Art Center Holds Annual Exhibition

The Teamster Art Center, sponsored by Joint Council 16 in New York City, held its annual exhibition of paintings and sculpture recently and revealed the hidden talent of members who had never painted or sculpted before joining the center's classes.

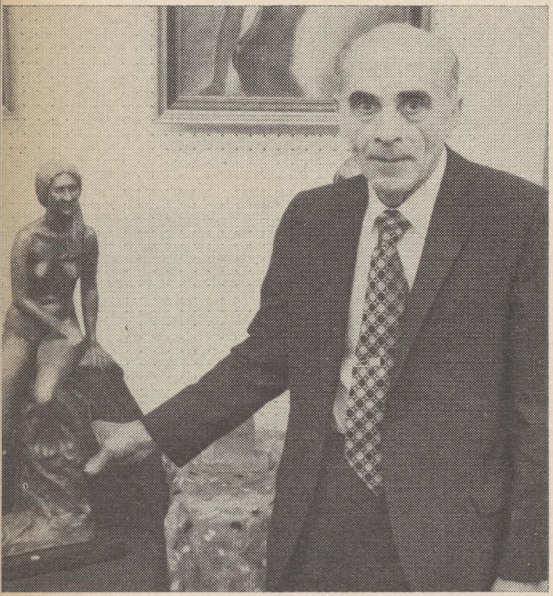
IBT Vice President Joseph Trerotola, president of the council, called the exhibition a "revelation" that has continued to amaze viewers ever since the art center was established six years ago.

Participation in the center's classes is open to all members of the 59 Teamster local unions affiliated with the joint council. There is no charge for the sketching, painting and sculpting classes held regularly several evenings a week under the guidance of professional instructors.

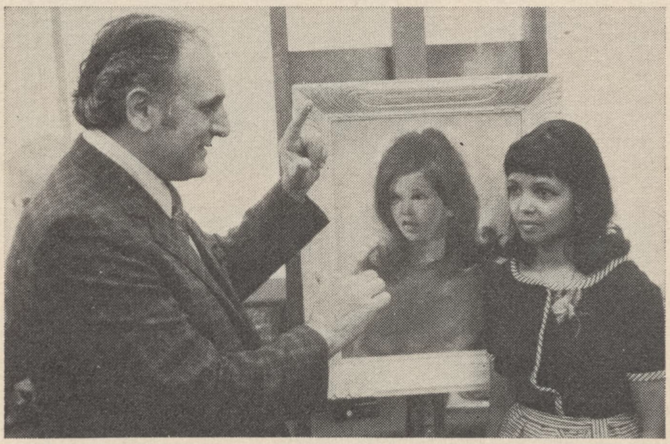


IBT Vice President Joseph Trerotola, head of Joint Council 16, chats with Saul Solomon, director of the Teamster Art Center, during a tour of the art exhibition.

John Bertolini, a member of Teamster Local 757, is employed by a catering firm as a fancy form decorator making large and small cakes out of ice cream by special order. He now sculpts in clay.



Artist Stephen Orlando of Teamster Local 831 works in the New York City Department of Sanitation. His model, Mabel Persaud, is an employee in Teamster Local 816's fice.



Sculptures produced by New York City Teamsters Union members show a wide variety of forms and interest and have attracted attention.

Teamsters one and all have painted these pictures under the eye of professional instructors at the art center. Many of the artists are beginning to win recognition.

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

DRIVE REPORT

Anti-Strike Bills Lurk in the Congress

Under the guise of "emergency strike legislation," several proposals have been floating around in the Congress which would greatly hamper the free collective bargaining efforts of labor and management. One of these proposals is that sponsored by the Administration.

Other such proposals are variations of the Administration bill, but all contain the same elements of destruction for the collective bargaining process. All such proposals are outlined below:

S. 560, introduced as *S. 3526* in the Ninety-first Congress and later died in committee, was introduced again in this session by Senator Griffin on behalf of the Administration. It provides the President with three new devices for handling emergency disputes:

(1) An additional thirty-day "cooling off" period over the above the eighty-day period furnished in the Taft-Hartley Act.
(2) Partial operation of the industry.
(3) Selection by a three-man board of the most reasonable last offer made by a party to the dispute, which without alteration, will be binding upon the parties.

S. 594, by Senator Javits is much broader than that proposed by the Administration. It gives the President wide-open authority, within certain limits, to order any course of action he chooses, subject to veto by either the House or Senate. This choice is subject to a provision that the executive order shall prescribe the procedures to be followed by the parties thereafter and any other actions, which he determines to be necessary and appropriate to protect the health and safety of the nation or any region thereof. This executive order shall be in effect for the shortest period of time consistent with the emergency and a resolution of the dispute; and shall

(1) Provide for the maintenance or resumption of operations and services essential to the national or regional health and safety.
(2) Encourage resolution of the dispute through collective bargaining.
(3) Encourage and preserve collective bargaining with industry affected.
(4) To the extent consistent with meeting the emergency, avoid undue interference with the rights of the parties to the dispute.

S. 832 was introduced by Senator Williams, to amend Section 10 of the Railway Labor Act, by placing the Railroad Industry under the national emergency provision of the Taft-Hartley Act.

HOUSE BILLS

H. R. 3596—Harley O. Staggers (W.Va.-D)
—William L. Springer (Ill.-R)
H. R. 901—Wiley Mayne (Iowa-R)
H. R. 3639—Sherman P. Lloyd (Utah-R)
—Wiley Mayne (Iowa-R)
—Paul N. McCloskey, Jr. (Calif.-R)
—Sam Steiger (Ariz-R)
—David W. Dennis (Ind.-R)
H. R. 4116—Gerald R. Ford (Mich.-R)
—Wiley Mayne (Iowa-R)
—Sherman P. Lloyd (Utah-R)
—James Harvey (Mich.-R)
—Ancher Nelson (Minn.-R)

These four House bills are companions to S. 560, and were likewise introduced on behalf of the Administration

H. R. 3595—Harley O. Staggers (W.Va.-D)
—Bob Eckhardt (Tex.-D)
—Torbert H. MacDonald (Mass.-D)
H. R. 3985—John M. Murphy (N.Y.-D)
H. R. 4620—Teno Roncalio (Wyo.-D)
H. R. 4996—John E. Moss (Calif.-D)
—Brock Adams (Wash.-D)
H. R. 5870—Robert O. Tiernan (R.I.-D)

These above House bills are companion legislation to S.832.

H. R. 5347—John D. Dingell (Mich.-D)
H. R. 2357—Jake Pickle (Tex.-D)

These two bills also concern amendments to Sec. 10 of the Railway Labor Act.

H. R. 8385—James Harvey (Mich.-R)
H. R. 9088—James Harvey (Mich.-R)
H. R. 9089—James Harvey (Mich.-R)
H. R. 9571—James Harvey (Mich.-R)

These four bills introduced by Mr. Harvey also deal with Sec. 10 of the Railway Labor Act.

On July 28, 1971, hearings on the above bills began before the House Subcommittee on Transportation and Aeronautics of the Committee on Interstate and Foreign Commerce.

For the first two days, the Subcommittee heard the testimony of the authors of the legislation.

The legislation is aimed at curing labor disputes in the transportation industry by amending the Railway Labor Act (Sec. 10).

→

The Railway Labor Act (RLA) provides first, for a Labor Management Bargaining Conference. If no agreement is reached, the National Mediation Board may then proffer its services. If the dispute is not adjusted under these provisions and the Mediation Board determines that the dispute threatens substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service, the Board shall notify the President, who may thereupon, in his discretion, create an emergency board to investigate and report respecting such dispute.

After the creation of such board, and for 30 days after such board has made its report to the President, no change, except by agreement shall be made by the parties to the controversy in the conditions out of which the dispute arose.

The sponsors of the proposed legislation, along with many fellow Congressmen, feel that the time has come to amend the RLA, which in their opinion has been incapable of solving the problems of the transportation industry. The author's wish to enact permanent legislation, so that the Congress will never again be called upon to supply temporary, eleventh-hour solutions.

The Harvey Bill, H. R. 9088 by Congressman James Harvey (R.-Mich.) is the same as the RLA up to and including the provision establishing the Presidential Emergency Board. Once the report of the Board is filed with the President, however, the Harvey Bill allows for a 60-day period of no change, except by agreement, rather than a 30-day period. If at the end of this 60-day period no settlement has been reached, the Harvey Bill then provides the President with 3 tools to be employed sequentially until a settlement is reached:

1. An additional 30-day "cooling off" period.
2. Selective Strike
3. Final offer selection.

Mr. Harvey suggest, "that selective strikes be permitted by the President unless he finds that they would cause immediate imperilment of the national health and safety, and further that the option be circumscribed with appropriate safeguards to insure that the resulting shutdown of transportation does not immediately result in, nor escalate to, a situation which the public refuses to countenance."

Welcomes Youth

Mrs. Josephine Hoffa, national president of DRIVE Ladies Auxiliaries, in a Labor Day statement to the "International Teamster," urged all DRIVE units to concentrate on registering the newly-enfranchised 18-20 year-old voters for the 1972 elections. In strong agreement with the youngsters' right to be part of the decision-making process, Mrs. Hoffa stressed that DRIVE should welcome them and assist them in exercising their newly won right to vote.

The bill would require that any settlement arrived at between the union and any struck carrier must be offered, intact, to all of the other carriers who had participated in the national bargaining. Mr. Harvey contends that this will help avoid any tendency to "whipsaw" by gaining successively better settlements from each carrier, in turn." In addition, the limitations on the selective strike are firmly drawn so that no more than 20% of the nation's rail service would be affected at any one time, regardless of the number of simultaneous disputes.

As to the additional 30-day "cooling off" period, Mr. Harvey put this provision in his bill because he felt many instances will arise where the "vagaries of calendars and of argument will require only more time to resolve."

The third alternative is "final offer selection." This process provides that, after the parties have bargained to the best of their ability, each puts forth a final offer which constitutes a complete and binding agreement. Only one of these offers will be selected complete and intact, by a board composed of three public members. The board selects the final offer it finds to be most reasonable in view of the facts of the situation. Mr. Harvey feels that this process, "holds the promise of eliminating the divisiveness of compulsory arbitration while providing an extremely strong impetus to collective bargaining."

The next witness before the Subcommittee was Congressman J. J. (Jake) Pickle (D-Texas), author of H. R. 2357.

Mr. Pickle's bill provides in his words, "an arsenal of weapons," for the President to employ in dealing with a dispute in the transportation industry. H. R. 2357 allows the President to choose any one or combination of the following until a settlement is reached:

1. Compulsory arbitration,
2. Possession (seizure) of the industry by government,
3. Recommendations to Congress for legislation.

Hodgson Testifies

Congressman Bob Eckhardt (D-Texas) also testified before the Subcommittee concerning H. R. 3595 a bill he co-sponsored along with Congressman Harley O. Staggers, (D-W.Va.). Mr. Eckhardt stated that since the decision in *Delaware & Hudson R.R. vs. United Transportation Union (AFL-CIO)* gave the right to selective strike, his bill was no longer necessary, as it only amends the RLA to the extent that it provides for selective strikes.

On July 28, 1971, Secretary of Labor James D. Hodgson testified before the Subcommittee concerning the Administrations bill, H. R. 3596.

This bill provides the President with the choice of one and only one of the following devices, subject to Congressional veto, for handling emergency disputes:

1. An additional 30-day "cooling off period."
2. Partial operation of the industry by government.
3. Final offer selection.

Following Mr. Hodgson, the Secretary of Transportation, John A. Volpe, testified on behalf of the Administration's bill.

The hearings ended when Congress recessed for two weeks but were scheduled to begin again when the Congress reconvened in September.

Hearing Aids No Longer Bar Wearers from Commercial Vehicles

On July 1, Bureau of Motor Carrier Safety Director Robert A. Kaye issued an order which will permit wearers of hearing aids to qualify as drivers of commercial motor vehicles in interstate or foreign commerce. The order is an amendment to Part 391 of the Motor Carrier Safety Regulations, which deals specifically with Driver Qualifications.

Section 391.41, in which audial requirements for drivers are specified, formerly called for a hearing loss of no more than twenty-five—thirty decibels in the better ear without the use of a hearing aid. Though the hearing stipulation remains the same, the phrase "with or without the use of a hearing aid" has been inserted so that drivers who customarily wear a hearing aid may fulfill the physical requirements necessary to qualify as a motor carrier.

Emergency Vehicles

According to Director Kaye, the reasoning behind the former hearing qualification, which had become effective January 1, of this year, concerned the need for drivers to hear "emergency vehicles and locomotive warning devices at rail-highway grade crossings." He felt that the dependence of hearing devices upon batteries for functioning stood as a hazard to their use by drivers, and that wearers of hearing aids had a "tendency to turn them down, or off, in order to exclude the normal noises associated with commercial vehicles."

New Evidence

However, evidence has indicated that due to significant developments in the convenience and reliability of modern hearing aids, wearers of such devices run no greater risk of accidents than do those with normal hearing capacity. As for the so-called "tendency to turn them down, or off," there is no reason to do so with a modern device as very high and very low frequency noises, those very sounds which might cause a wearer to turn his hearing aid down, are filtered out.

In addition to the amendment of Section 391.41, qualification rules will be furthered amended to require that:

1) The hearing aid is fully operative and turned on at all times while the driver is driving.

2) The driver must have on his person a spare battery or power cell for use in the hearing aid.

3) Brand name, model number, and serial number of the hear-aid used to pass the hearing test must appear on the reverse side of the driver's medical certificate.

Teamster Effort

The amendment was largely due to the petitions filed with the Bureau of Motor Carrier Safety by the International Brotherhood of Teamsters and other interested parties.

Labeled 'Facade'

Consumer Advocates Angry About New Nixon Council

Consumer advocates rushed forward with heaps of criticism after President Nixon recently set up the "National Business Council for Consumer Affairs."

The new council, according to the White House, will advise the President, the Federal Trade Commission, the Department of Justice and other government agencies on consumer programs of business and industry.

The council will consist of 80 businessmen, most of them the heads of corporations that have been in hot water—in terms of consumer fraud and misrepresentation—with the very agencies which President Nixon said they would work with "closely."

Political observers noted that some of the firms represented on the council have officers or directors that have been among the President's largest campaign contributors in the past.

The biggest blast, however, came from consumer advocates across the land.

Ralph Nader, the most famous burr under the corporate marketing saddle, asserted that establishment of the council "eliminates even the facade of consumer interest" displayed by the White House Office of Consumer affairs.

Nader added: "I think it's about time for the Commerce Department to spin itself off from the government and become a jointly owned subsidiary of the National Association of Manufacturers and the U.S. Chamber of Commerce."

Nader's bitter remarks contrasted strongly with President Nixon's statement that the wholehearted response of the appointees to the new council—as named by Commerce Secretary Maurice H. Stans—"is an indication of the resolve of American business to take a leading role in assuring equity in the American marketplace."

Chairman of the new business-oriented panel is Robert E. Brooker of Marcor, Inc., in Chicago, Ill.

One of the members comes from the Warner-Lambert Pharmaceutical Co., which had a running battle with the Food and Drug Administration during the Johnson Administration.

Warner-Lambert shipments were seized by the FDA and criminal prosecution was recommended to the Justice Department, but nothing came of it.

Elmer H. Bobst, honorary chairman of Warner-Lambert, was listed for $63,000 in gifts to the Republican Party in 1968. Another director contributed $27,000.

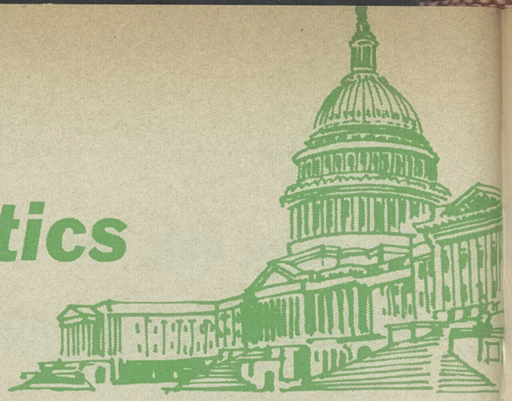
Another council member appointed by Stans was Hobart Lewis of *Reader's Digest*, one of the most consistently anti-union publications in the United States.

Reader's Digest was accused by the Federal Trade Commission last December of misleading the public in a sweepstakes promotional campaign.

Lewis is on record for a $3,000 gift to the GOP while the co-chairmen of the *Reader's Digest* board gave a total of nearly $50,000.

Other firms represented on the council and which have had difficulties with the Federal Trade Commission in recent years are: Firestone Tire & Rubber, General Foods and Campbell Soup Co. Each have been charged with deceptive advertising.

SPOTLIGHT ON
Legislation and Politics



- Congressional Realignment
  The House Judiciary Committee is planning to establish new federal rules governing the realignment of congressional districts as mandated by the 1970 census findings. The intent would be to spur states to realign their districts. So far, only 15 states have realigned their congressional districts.

- Political Broadcasts
  Candidates for federal, state and local offices spent more than $50 million for political broadcasts last year. The Federal Communications Commission said $31.6 million went to television stations and the remainder to radio stations.

- Campaign Spending
  Congress has been fooling around with several bills related to campaign spending by political candidates. One proposed measure would limit spending to no more than 10 cents per eligible voter for all media advertising. The White House has come out against campaign expenditure restrictions for presidential nominees.

- Grading Congressmen
  The American Conservative Union has cautioned its members to ignore good marks given "liberal to redical" Democrats who opposed welfare reform. The ACU explained the "no" votes came "not because it is an outlandish guaranteed annual income, but because it is not outlandish enough."

- Network Pressure
  Television critics in Congress are keeping pressure on the networks. Recently a House Commerce Committee investigator turned up on the West Coast to hunt for evidence of news distortion or staging. A subcommittee, meanwhile, plans September hearings on "truth-in-television" bills.

- Las Vegas Odds
  Jimmy the Greek Snyder, noted Las Vegas gambler, is giving odds that Sen. Edward Muskie will win the Democratic presidential nomination and will defeat President Nixon in 1972.

- Candidate Prospects
  Sen. Hubert H. Humphrey, who says he has made no decision himself about running again for President, says there is a "good possibility" that Secretary of the Treasury John B. Connally will be President Nixon's vice presidential running mate next year.

- College Student Voters
  Five states have now agreed that 18-year-old college students may register and vote in their campus towns. They are Florida, Massachusetts, Wisconsin, Oklahoma and Vermont.

- Postal Reform?
  Rep. Morris Udall, Arizona Democrat, has begun to question whether last year's reform of the postal system is really working out. He has voiced fears that political considerations are worming their way back into the operation of the U.S. Postal Service.

- Lockheed Struggle
  An interesting facet of the Senate struggle over a guaranteed loan for Lockheed Aircraft Corp., was the way in which old allies separated and old enemies got together. Sens. Hubert Humphrey and Strom Thurmond, for example, voted for the loan. Another instance—Sens. Edward Kennedy and Barry Goldwater, who seldom agree on anything, voted against the loan.

- Surprise! Surprise!
  Not unexpected by political observers across the land, Alabama's George C. Wallace says he will again seek the Presidency in 1972. Wallace received 10 million votes in the last general election.

- Rug-Puller
  Political observers feel that President Nixon's new economic game plan announced over national television at mid-August dramatically pulls the rug out from under his Democratic critics. Many leading Dems had advocated the action taken by Nixon.

- Campus Lobbyist
  The nine student body presidents of the widely-scattered campuses of the University of California have joined together to hire a lobbyist to represent the school's 110,000 students on legislative matters at the Sacramento capitol.

For Your Information

● Crime in Transportation

The Senate Select Committee on Small Business estimated recently that losses in crime related to transportation totaled almost $1.5 billion last year.

Railroad theft accounted for the biggest chunk—$250 million. Maritime shipping theft amounted to $210 million, and airline losses came to $110 million.

Thefts in the trucking industry were lowest at $9 million.

● Crime Insurance

A new federal program has gone into effect in nine states and the District of Columbia and provides home owners and small businessmen with insurance against crime losses.

The federal plan provides a maximum of $15,000 insurance against robberies and related crimes for businessmen and $5,000 for home owners. The insurance includes a guarantee against cancellation.

The insurance was made available in Connecticut, Illinois, Maryland, Massachusetts, Missouri, New York, Ohio, Pennsylvania and Rhode Island because crime insurance generally is not available to residents and businessmen there.

● Moon Magnetism

A big surprise of the Apollo program of exploring the moon is the discovery of a magnetic field on the moon.

Earlier unmanned space probes failed to detect a lunar magnetic field. But all samples of lunar rock reveal some magnetism.

Scientists now believe that the moon may have once possessed a dynamo magnetic field like the earth, but that now the field is very weak and spotty.

● Safety Scandal

A scandal is in the offering in regard to penalties assessed on coal mine operators for safety violations.

According to guidelines published by the Interior Department last January, the usual penalty for such safety violations is supposed to be between $5,000 and $10,000. But assessors in the Bureau of Mines have been assessing penalties of only $2,000 each.

The disparity is significant in some cases. The nation's third largest coal producer, Island Creek Coal Co., for example, has drawn more than 30 government citations for unsafe mine conditions said to threaten immediate injury or death to miners. Yet Island Creek stands to save some $90,000 on its penalties.

The gap between the law and practice is attributed to an unpublicized policy of a Nixon appointee, Edward D. Failor, who is in charge of mine safety penalties.

● Auto Insurance Rates

Several major companies dealing in automobile insurance have indicated that because of improved auto underwriting results in the first half of 1970, they may reduce their rates in some areas.

The big property-casualty companies, almost without exception, reported significantly improved earnings in the first half of the year.

Any rate reduction, however, would probably not be nationwide but would be restricted to states where general rate decreases would be feasible based on the record of bodily injury and damage claims.

● Political Campaign Spending

A study by the Citizens Research Foundation of Princeton, N.J., has come up with the conclusion that expenditures for political campaigning increased by 50 per cent between 1964 and 1968.

Total campaign spending in 1968, said the foundation, came to a whopping $300 million.

The presidential campaign in 1952 cost 19 cents a vote compared with the presidential campaign in 1968 which cost 60 cents per vote.

It is estimated that next year's political coffers will belch out at least $400 million in campaign spending.

● Corporate Profits Gain

The upturn in corporate profits which began in the first quarter of this year has accelerated in the second quarter, according to a survey by the *Wall Street Journal.*

According to a tabulation of 597 companies, after-tax profits increased 10.3 per cent in the second quarter over the same period last year.

It was the highest quarterly increase since the third quarter of 1968.

Major gains were noted by General Motors, up 20 per cent, and Ford, up 19 per cent. Chrysler's second-quarter earnings were triple those of a year earlier. Even American Motors showed a gain.

Doctors Disorganize

For the first time in a half century, the American Medical Association cannot claim to speak for a majority of physicians in the United States.

As 1970 opened, slightly more than 50 per cent of the 334,028 doctors of medicine were AMA dues-payers. But since the first of the year, several state medical societies have dropped the requirement that their members must also belong to the AMA.

As a result, the AMA national membership is now below the 50 per cent mark. The decrease is attributed to AMA's increase in membership dues —now $110 a year, up from $70 a year ago.

Three Pounds of Rules

During the recent railroad strike, a conductor for the Penn Central Railroad said that "if we followed every rule in the books, you couldn't get a train out of a terminal."

Rulebooks covering the job weighed a total of three pounds and spelled out every phase of the work in infinitesimal detail. Work rules were a big issue in the strike.

Computerized Complaints

More than a dozen federal, state and local agencies in New York City have inaugurated a central computerized file of complaints by consumers in that metropolitan area.

The innovation was described by officials as a large-scale attack on frauds and deceptions against the buying public.

The system was inspired by the Coordinating Committee on Consumer Protection, a cooperative venture set up to pool investigative and research information compiled by the various agencies.

Blood on the Highway

Now the report is in: Some 55,200 men, women and children were killed in traffic accidents during 1970—a considerable drop from 1969's toll of 56,500.

Also last year, some 5,100,000 persons were injured in vehicle accidents on the streets and highways. In 1969, the injuries totaled 4,700,000.

Excessive speed was a major factor in more than 39 per cent of the traffic deaths last year. Nearly half the fatalities occurred during weekends and in the hours of darkness.

Computer's Future

A panel of informed prognosticators at the annual conference of the Assn., for Computing Machinery recent came up with some unusual predictions about the industry's future.

One of the most interesting crystal-ball remarks was that the data processing industry, rather than becoming a utility, will become more like the retail food industry, realizing economies of scale for mass products through automated agricultural and supermarket networks.

Another speaker stated that it is easy to envision 25 years from now mini-computers the size of a cigarette pack, and costing little more, scattered around the country as thickly as empty beer cans. But, he pointed out, it is increasingly convenient and economical for multiple users to share a large machine.

More on Penn Central

Bankruptcy apparently is no obstacle to the Penn Central Railroad so far as contributing huge sums of money into a strike insurance scheme and lobbying activities.

W. Willard Wirtz, former Secretary of Labor and now a trustee of Penn Central, testified before a Senate Commerce subcommittee recently that the railroad had been paying more than $270,000 *a day* into a fund to aid managements of roads struck recently by the United Transportation Union.

Out of Philadelphia, Pa., meanwhile, came the story that Penn Central paid out $4.7 million in 1970 to belong to industry organizations engaged in lobbying.

Finally, Interstate Commerce Commission records show that in 1970, the average compensation of 96 top executives of Penn Central came to $58,000— a total of more than $5.5 million.

Lockheed and Congress

Little publicized in the congressional debate over whether to give Lockheed Aircraft Corp., a $250 million loan guarantee was the fact that the banking industry wouldn't do it.

Twenty-four banks which had already advanced Lockheed $400 million refused to cough up any more money without the government guarantees because, in their view, Lockheed faces a tough marketing problem for its products.

The big question mark for the bankers has been whether Lockheed can sell enough of its Tri-Star airbuses to make money or at least minimize losses.

Construction Contracts

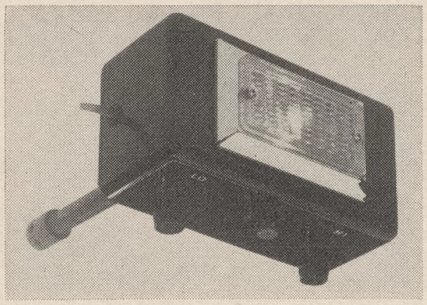
Since the Construction Industry Stabilization Committee was set up by the Nixon Administration nearly five months ago, some 338 collective bargaining agreements have been approved.

Altogether, the settlements provided for an annual wage and benefit increase averaging about 10.7 per cent. The figure is substantially below the average of about 15 per cent for contracts signed during all of 1970.

Contractors are pleased with the committee's performance and assert that its action is beginning to blunt the thrust of inflation.

WHAT'S NEW

Temperature Monitor



Refrigerated fleets can install a safe and inexpensive monitoring device which will give them continuous readings on the temperature inside a trailer either in the terminal or on the road.

The system can be customized to the particular needs of any temperature-controlled type hauling by means plug-in cartridges which set high and low temperatures for a specific cargo. The limits are set in ½ degree steps from −50 F to + 100 F.

According to the producer, the warning operates immediately with the least variation in temperature, warning the driver in plenty of time to prevent spoilage in case of refrigeration failure.

In addition to these advantages, the system also offers: solid state microelectronic reliability with no moving parts, springs or meters which can fail and rugged waterproof, shock proof, corrosion resistant construction providing fast and simple installation.

●

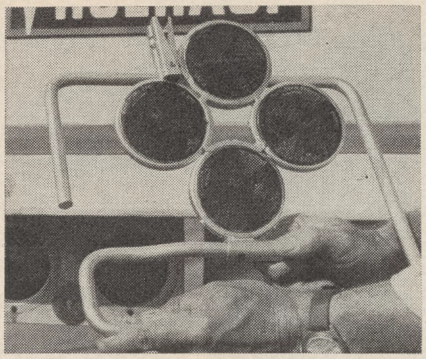
V-Engine Diesel

A new V-engine diesel has been perfected by the leading producer of diesel engines.

According to the producer, the new design should prove ideal for use in medium duty two and three-axle tractors and straight trucks. The new power mill is rated at 225 horsepower combined with 555 cubic inches of displacement.

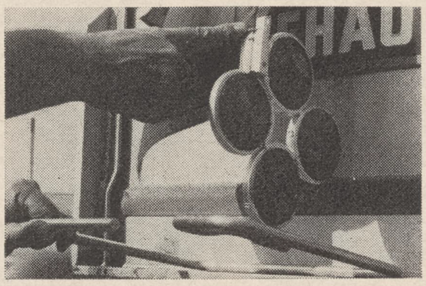
The engine was designed for ease of repair. It features replaceable valve guides and cylinder liners, regrindable crankshaft and a fuel system with internal lines.

Freeway Flare



A veteran Teamster over-the-road driver, familiar with the problems of breakdowns, has used his experience to patent a new model freeway flare which will stand up in 70 mph winds. The flare has several different uses and will also prove useful as a warning for oversize loads.

The device is compact and folds up for storage into a flat 12 x 12 inch square. The four SAE-A reflectors are completly protected while in storage by the sturdy base.



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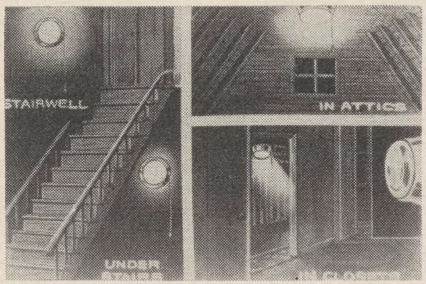
Wireless Light



An excellent idea for lighting inaccessible areas around the house or a work shed, this wireless light fixture can be affixed in minutes with only a screwdriver.

The light is battery-operated and is a good backup system for lighting in critical areas in case of an interruption of regular electric service. It uses two "D" batteries and is operated by a pull-chain switch.

●

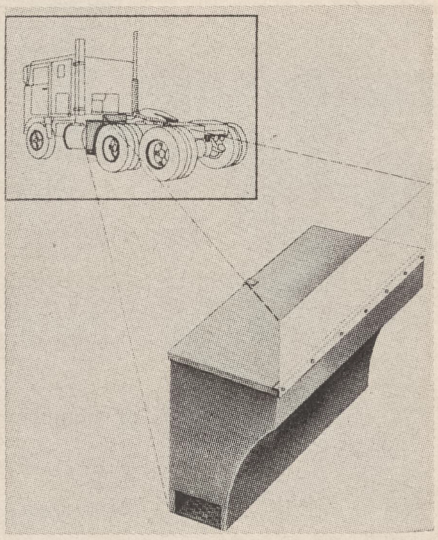
Ultra Violet Flashlight

A lightless flashlight which can be used in checking the working condition of ultra-violet fire detectors has been perfected by a major research firm.

The detectors are invaluable for checking on the working condition of the fire detectors. The light emitted by the flash tests the alarm system which can only be triggered by ultra violet light the, same wavelength as flame.

●

Tool Storage



This fender step and tool box is now available for easy installation behind the cab. The box is compact, sturdy and handsome. It provides easy access to tools right around the work area and protects them from the elements.

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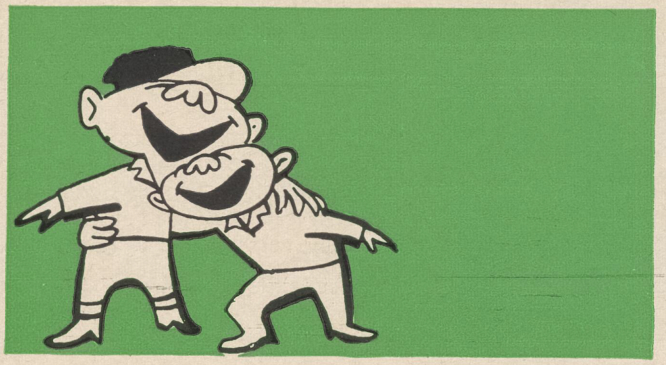
WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Get the Message?

Boss: "Smedley, I thought I told you to make sure to deliver that message."

Smedley: "I did the best I could, but there wasn't anyone there."

Boss: "The best you could! If I wanted an idiot to deliver it, I would have done it myself!"

Stand Outs

A psychologist was paying a professional visit to an elementary school. "Are there any abnormal children in your classroom?" he inquired of a young teacher.

"Yes, come to think of it, there are," replied the teacher. "I noticed that two of them this morning had good manners."

Absent-Minded

The absent-minded professor was busy in his study, when his wife burst in suddenly, very alarmed. "Oh Henry, they have your obituary in today's paper."

"Thanks dear," responded the professor, "What time is the funeral, I shouldn't be late."

Wait and See

"How do you plead to the charges against you?" asked the judge.

"Well, maybe I'm guilty, and maybe I'm innocent," said the prisoner, "but just to make sure, why don't we wait till the trial's over and find out."

Back Seat Driver

There was a long, shrill whistle, followed by a thundering crash as the train struck an auto and flung it to one side. After a bit, a man and his wife crawled out of the wreckage, bruised and shaken, but uninjured.

The woman opened her mouth to speak, but the husband cut her off abruptly. "Not a word," he barked. "I got my end across the tracks all right, you were driving in the back seat and that's where we got hit."

Reckless Railroading

Emergency crews worked for hours at the railroad crossing to pry the man free of his demolished auto. Unhurt, the motorist was answering questions of the policemen at the scene.

"There's a clear view for miles, how did it ever happen?" asked the cop.

"That's what makes me mad," said the driver. 'You'd think the engineer could have seen me in broad daylight."

Ruin Your Supper

A young truck driver entered himself in his home town's eating contest at the annual fair. He took the lead from the start and held it easily putting away a three pound roast, a thick steak, two pounds of sausage and a big meat pie.

As the young man was about to leave with his trophy he turned to his neighbors and cautioned them "don't tell my wife about this, she won't give me any supper if she hears about it."

Some Help

A driver was struggling with a package on the end of his rig as a foreman lazily watched from the dock. "How about a hand," asked the driver after several minutes."

"Sure replied the foreman," and down he came.

"After several more minutes, the foreman, red faced and panting sighed, "It's no use, we'll never get it off."

"Off!" exclaimed the driver, "I'm trying to get it on."

Homesick

A gloomy-looking man sat down in a restaurant and asked the waitress, "Please bring two eggs fried until they're like rubber, two pieces of dry toast burnt black, and some weak, lukewarm coffee in a greasy cup with sour cream."

"You gotta be kiddin," chided the waitress.

"No, I mean it," the man replied. "When you bring my order, sit down next to me and nag me. I've been away from home for two weeks and I miss it."

Still Had His Teeth

The salesman stared doubtfully at the formidable looking animal lying on the doorstep. "What breed is your dog?" he asked the lady of the house.

"Don't rightly know," she answered, "My brother sent it from Africa."

"Well," said the salesman, hesitantly, "it's the queerest dog I've ever seen."

The lady nodded. "You should have seen it before we cut its mane off."

Smart Horse

Said the prospective buyer: "He's a good-looking horse. Is he a good jumper?"

"Sir," replied the dealer, "if you want to keep him in a field you'll have to put a lid on it."

FIFTY YEARS AGO
in Our Magazine

Vol. XVIII *(From the September, 1921, issue of the TEAMSTER)* **Number 9**

100,000 Workers Affected

Judge Rules in Favor of Packing Workers Refuses Request for Horizontal Pay Cut

The federal judge acting as arbitrator in the case of the meat packing industry demanding wage cuts for workers, has refused to authorize a packer demand for horizontal wage cuts of five-cents per hour for the workers.

Judge Alschuler made the pronouncement after hearing both sides of the question. He ruled that reductions in the cost of living are not as pronounced as employers claim and in some instances there has been no decline.

In reviewing the cost of living, the judge pointed out, "taxes are constantly mounting, street car fares remain 60 percent above pre-war prices, while gas, electricity and fuel continue at high rates."

Even though the employers sought justification of the wages based on government figures, they neglected many of the figures which refuted their own argument. Judge Alschuler made this clear when he pointed to the cost of newspapers, up from 100 to 200 percent above their prices in 1914. In addition, the arbitrator also named rents, telephone and telegraph service, freight and passenger rates.

The only areas where the arbitrator agreed with the employers that prices had gone down was essential foods such as milk, bread and bakery products, but, he added, "these declines are practically 'trivial' in the overall picture, and they have declined from an arbitrarily high price anyway."

Is Justice All Blind?

Court rulings on the rights of workers leave some doubt about the balance of Justice's scales—but no doubt about the characterization of blindness. When a court can place the rights of property above the rights of man—Justice is blind.

Explorers Use New Food In Arctic Trip

If Donald B. MacMillan and his six companions who sailed from Wiscasset, Maine last week, succeed in reaching Baffin Land, in the frozen North, they probably will celebrate with a banquet on board with such delicacies as "fresh" raspberries, spinach and green corn.

The explorers took along a quantity of the foodstuffs prepared by a new process of dehydration which its sponsors claim, leaves the dried product capable of restoration to its original bulk, color and taste by simply soaking it in water.

The process is said to differ from the ordinary drying methods in that the cell walls are not broken down during the preparation.

In addition to the fruits and vegetables, the MacMillan party also brought along dehydrated roast beef hash, reduced to bits; fish and a few bales of grass for the animals that they took with them. The cats making the trip got an additional treat, MacMillan also processed some catnip to be added to his dehydrated food supply.

Arctic explorers are finding that cold region a virtual "goldmine" of untapped resources and fantastic natural wonders. In addition to the treasures of that land, these brave men are also supplying us wih new approaches to our problems in civilization.

Comedian Chaplin Speaks Out For Workers

Charlie Chaplin, the movie comedian, finds time between movies to keep up with the struggles of the American Labor Movement. Recently Mr. Chaplin was interviewed by a reporter from the New York Times and he made the following statement:

"I believe in the American Labor Movement. The workers can no longer be fooled by grand epigrams. The people are becoming better educated and they are learning to face the facts and cope with them intelligently because the Labor Movement is taking the time to pass information on to its members. The worker has become a reading and thinking man and capital must eventually realize that this thinking must be met by thought and not threats or petty words.

"There must be an adjustment in this country before there can be any degree of contentment and capital must realize that a little more of the profit of industry must go to the workers who produce it."

Labor Not to Blame For Nation's Economic Plight

Plain talk by hard-headed financial writers is making it increasingly harder to "put over" the claim that labor is responsible for the present industrial crisis in our nation.

A financial writer in a Washington, D.C. paper recently wrote:

"Everyone seems to realize nowadays that the inflation that accompanied our war time activity in the purchase of $10 billion in goods and supplies and another $10 billion in loans to allies, was a bit of unprecedented foolishness from which it will take years for us to recover.

"Our apparent prosperity," says the writer, "made profiteers and spendthrifts and turned some managers of large corporations away from the straight and narrow. These companies have branched out into speculation and induced great stock dividends which have since greatly strained these companies.

It's Back to School Again ....

DRIVE CAREFULLY!

THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

OCTOBER 1971

Labor Leaders Meet President

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Colorado Ski Patrol Goes Teamster

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Teamster Donation Helps Community Renewal

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Canadian Teamster Wins Pasteur Award

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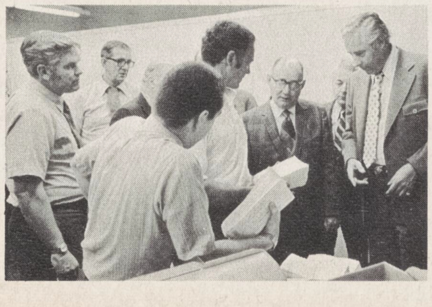

Montgomery Ward Contract Approved

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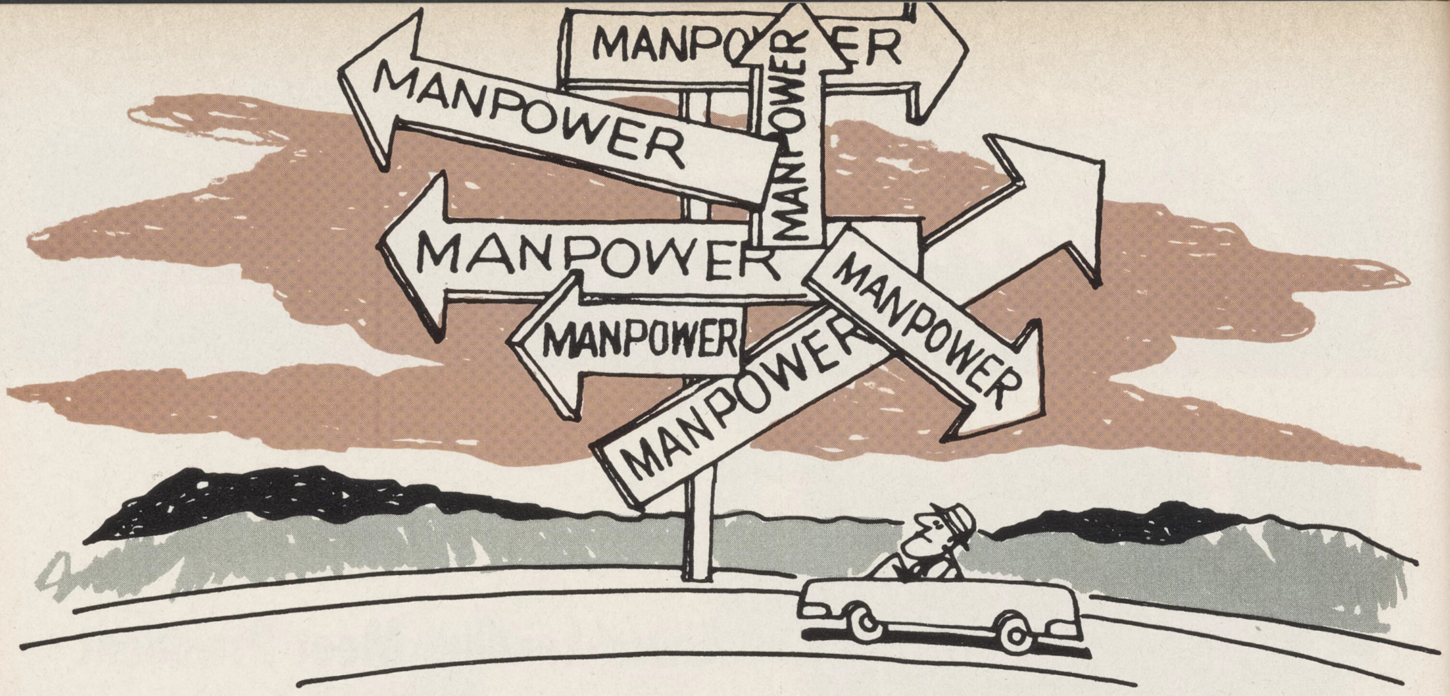


LABOR'S PLACE IN HISTORY

ONE of the unheralded side effects of the wage-price freeze is the sudden consternation in which government manpower program policy makers must have been thrown.

"Whhhoooosshhh," they must have said. "Where do we go from here?"

It has been nine years since Congress passed the basic manpower training law. Those who make the manpower policy—even on the eve of the freeze—were still unsure as to exactly what they should be trying to accomplish. Now their confusion is compounded.

The original Manpower Development and Training Act of 1962 was a reaction to the ravages of automation. Its purpose was to retrain workers idled by changing technology. Its method was to help those already skilled, such as textile workers, rather than to help the chronically unemployed.

Gradually the policy changed. A spate of other programs were developed. They were aimed at recruiting and motivating the disadvantaged and placing them in jobs. Eventually, the manpower program began an assault on unemployment.

Commendable headway was made. In fiscal 1970, there were 1,249,200 persons enrolled in manpower classes training them for entry into the workforce. But the government, unfortunately, was able to find jobs for only about one-fourth of the total. This made entry-level training programs vulnerable.

In the last year or so, manpower experts have found themselves engaged in a running debate. Some have argued that the program should return to its original concept. They have maintained that high unemployment and rampant inflation could be checked by recruiting workers *already employed* to fill new jobs in occupations plagued by skill shortages and high wage pressures.

A New York City management consultant firm, for instance, recommended to the Labor Department that it establish an office to deal exclusively with upgrading workers. Stuart O. Schweitzer of the Urban Institute in Washington, D.C., declared: "Manpower programs ought to be changed from their exclusive focus on alleviating the plight of the poor. They also ought to retrain employees with some skills for jobs requiring even greater skills, and thus ease both the severe shortage and mounting pay demands in these areas."

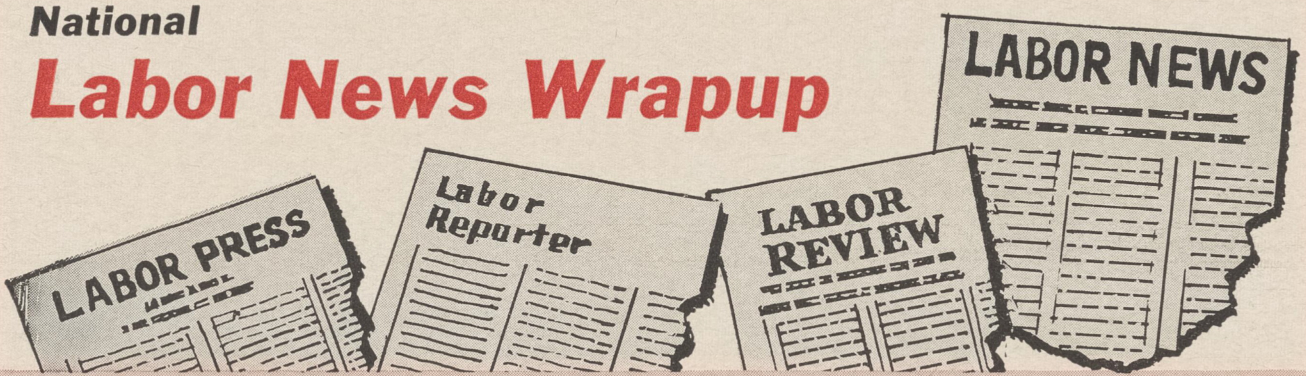
All in the name of economy, in other words, the experts now desired to twist the manpower policy once again. Forget concern about retraining the victims of advancing technology. Forget the disadvantaged. Forget the unemployed. Instead, concentrate on solving industry's problems; most of all, use the manpower program to combat inflation.

Then came the freeze. Since the ice set in, government officials have carefully shied away from discussing one significant statistic updated regularly by the Labor Department: Today, an annual income of $6,960 barely allows an urban family of four to exist at the "poverty line." That means the breadwinner must make $3.48 an hour on the basis of 2,000 hours worked in a year.

More than merely halting wage increases, the freeze stops cold any chance for raising the wages of the lowest income level of workers. It solidifies the poverty line and puts moonlighting jobs at a premium. It makes obsolete many, if not most, of the various aims of the manpower policy through the past nine years.

If the freeze continues in its present form, then manpower policy makers must change their goal once again if they want to stay in business. There would seem to be little point in upgrading or salvaging workers simply for the sake of doing so.

National
Labor News Wrapup



WASHINGTON, D.C.—The number of major job centers in the United States suffering from "substantial" unemployment—six per cent or more—has risen to 62, according to the Labor Department. A year ago, there were only 31 major job centers on the list.

SPRINGFIELD, MO.—The Royal Typewriter Co., a part of the conglomerate Litton Industries, was found guilty of unfair labor practices recently by the National Labor Relations Board. Royal refused to bargain with an Allied Industrial Workers affiliate and committed other unfair practices.

WASHINGTON, D.C.—President Nixon declined to appoint to a third term Gerald A. Brown, a member of the National Labor Relations Board. Brown indicated he would become a part-time lecturer at the University of Texas.

OTTAWA, CANADA—The president of the Canadian Labor Congress described President Nixon's wage-price freeze as a "desperate resort brought on by mismanagement of the U.S. economy which also had been an adverse effect on Canada and other countries."

BOSTON, MASS.—The United Auto Workers executive board, in a Boston meeting, postponed the UAW's special convention scheduled for mid-September and set it back to November 20th in Detroit, Mich. The UAW said the convention agenda would be expended to include "all necessary action to protect the integrity of our contracts, the collective bargaining rights of our members and the economic future of both the United States and Canada."

WASHINGTON, D.C.—Charles A. Perlik, Jr., president of the American Newspaper Guild, resigned his appointment by President Nixon to the new National Commission on Libraries and Information Science. Perlik stated that Nixon's wage and economic policy made it "impossible to serve."

WASHINGTON, D.C.—According to the National Safety Council there were 14,200 occupational deaths in 1969 in a total work force of 79 million people. Agriculture, which employed only 3,800,000 workers suffered 2,500 deaths. At the same time, there were only 1,900 occupational deaths in the manufacturing work force of nearly 20 million workers.

HOUSTON, TEX.—The Merchants Park Bank in Houston has taken the 4-day work week one step further and changed its women tellers over to a 3-day work week in the cages.

WASHINGTON, D.C.—The number of registered apprentices in all trades increased 10,000 to a record 280,000 last year, according to Labor Secretary J. D. Hodgson. Minority workers accounted for 9.1 per cent of the total apprentices, an increase of 16 per cent over the previous year.

WASHINGTON, D.C.—Spendable earnings—the average weekly pay after deducting Social Security and federal income tax—dropped in July, according to the Bureau of Labor Statistics. A worker earning an average $127.22 who had three dependants found that his spendable earnings fell by 28 cents.

NEW YORK CITY—The number of jobs in New York City, for the 16th month in a row, has fallen below the level of the preceding year. July employment was down to slightly more than 3.7 million —a drop of 51,000 jobs from the same time in 1970.

HARRISBURG, PA.—A construction company cut a carpenter's pay from $4.50 an hour to $1.60 an hour. When he quit the job, the company then tried to block him from receiving unemployment compensation. The Pennsylvania Unemployment Compensation Board of Review upheld the workingman and said he was eligible for compensation.

LOS ANGELES, CALIF.—Top officers of the United Auto Workers and the International Association of Machinists plan an early October meeting in L.A. to consider new strategy for gaining equity and fair treatment under the freeze for their 90,000 members employed at four aerospace firms.

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THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

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Volume 68, No. 10 **October, 1971**

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Teamster gift starts campaign rolling

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From The FIELD

Teamster Leader Named To Consumer Council

John S. Lyons, secretary-treasurer of Teamster Local 36 in San Diego, Calif., recently was appointed to the consumer advisory council of the California Department of Consumer Affairs.

Lyons was one of five new members appointed by Gov. Ronald Reagan. The council was created by legislation last year to conduct studies on consumer protection and recommend laws to protect consumers.

Educational TV Station Gets Help from Driver

Robert E. Gannon, a member of Teamster Local 25 in Boston, Mass., for the second year has spent his 2-week vacation helping Channel 2, the educational television station in that area, to raise operating funds through an annual auction.

Both Gannon and his wife, Mary, assist the auction which has raised more than $1.4 million in the past five years.

Gannon's job is to get leads from the studio on items to pick up and bring to the station. Meanwhile, Mrs. Gannon takes bids on a studio phone.

Gannon is a road driver at Hemingway Transport.

Washington Governor Appoints Teamster

Earl Collins, secretary-treasurer of Teamster Local 763 in Seattle, Wash., recently was named by Gov. Dan Evans to serve on the State Workman's Compensation Advisory Board.

The board, established recently by the Washington assembly, is a watchdog committee to observe the workings of new workmen's compensation legislation and to recommend any changes.

Teamster Cannery Leader Dies in California

Manuel Castro, secretary-treasurer of Teamster Local 768 in Hayward, Calif., died recently to end a 21-year career of Teamster leadership.

Castro played a leading role since 1950 in the progress of cannery workers in California and the Western Conference of Teamsters.

He was vice president of the California State Cannery Council and held the same office in the WCT Cannery Division. He also was a trustee of Teamster Joint Council 38.

Teamster Brewery Man Is Top Blood Donor

Carl Anderson, a member of Teamster Local 3 and employed at Schaefer Brewery in New York City, has scored an impressive record of giving blood.

Since 1945, Anderson has donated 17 gallons of blood a pint at a time. In recognition of his generosity, Anderson was awarded a certificate of honor by the New York Regional Blood Program.

Denver Retirees Form Teamster Association

Retired members of Teamster local unions affiliated with Joint Council 54 in Denver, Colo., have formally organized the Retired Teamsters Assn.

Harry Levin is president of the newly-formed group which will serve as a hub for social and recreational activity for its members.

Harry Bath, council president, commented: "Retired Teamsters can be a powerful lobbying influence not only in the field of political activity but in almost any other direction they choose to direct combined activity."

Local Union President Suffers Heart Attack

Sidney Boone, president of Teamster Local 928 in Los Angeles, Calif., suffered a fatal heart attack recently just as he was preparing to leave the hospital for home after treatment for an earlier attack.

Boone was initially stricken with the recurrence of an existing heart condition while attending the 20th Teamster convention in Miami Beach, Fla. He returned home for treatment.

California Official Dies of Heart Attack

Thomas L. Pitts, a leader in the ranks of organized labor in California for more than 30 years after getting his start as a Teamster, died recently of a heart attack.

Pitts was secretary-treasurer emeritus of the California Labor Federation following retirement a year ago.

A Missouri native, Pitts worked as a truck driver from 1931 to 1936 when he became business representative of Teamster Local 208 in Los Angeles, Calif. He later became president of the California AFL-CIO.

Message of the General President

The Teamster Record

IF YOU listen to the sensational, ill-founded charges being recklessly panhandled by that self-styled expert on everything, Ralph Nader, you would believe that the Teamster truck driver is nothing more than a pill-popping dope addict.

I don't know how many truck drivers Ralph Nader knows—damned few I suspect—but I know thousands of them over an association of more than 35 years. I know that this charge is ill-founded, false sensationalism designed to get Nader more publicity at the expense of good, law-abiding, hard-working Americans.

If Nader knows a driver who takes Bennies and stimulants, let him identify that driver. We in the Teamsters take an unalterable position against drugs of any kind. But, we won't have 99 percent of the drivers in the Teamsters slandered in this manner.

Let's look at the record. In 1967, for example, all types of trucks were involved in highway accidents at the rate of 14.3 trucks for each million miles of travel. Regulated, for-hire motor carriers, whose equipment Teamsters operate, were involved at the rate of 3.23 accidents for each million miles of travel. Private passenger cars were involved at the rate of 26.8 per million miles of travel.

This is hardly the record of pill-popping drivers. If all motor vehicles were operated with the safety record our members have compiled, slaughter on the highway would not be a national disgrace.

The Teamster record on the highway is one of heroism. Everyday on every highway, it is the Teamster member who endangers his own life, rescuing drivers and passengers from autos involved in serious accidents which could be disasters. It is the Teamster who directs traffic safely around accidents on the road, runs for help and administers emergency first aid.

It is the Teamster who daily assists motorists in trouble with breakdowns on the road.

Is this the conduct of men whose senses have been dulled by drugs? It is not. It is the reaction of heroic Americans with a sense of duty and compassion for victims of traffic accidents which occur daily. It is the reaction of men, as the record attests, who strive to make their work place—the highway—a safe place to be.

Teamster drivers are subjected to rigid qualifications set down by the Department of Transportation. Not only that, but also they are subject to periodic re-examination before their licenses are renewed. When they go on the road, they are the best qualified of all drivers, and their physical condition is of highest standards.

These are the law-abiding, community-serving men who have come under Nader's reckless and false attacks.

There are problems to overcome. We in the Teamsters did not discover this yesterday. We work daily to insist that equipment be safe. We work to insure that dormitories away from the home terminal are conducive to the kind of rest the driver needs before returning to the highway.

Those who take advantage of rest periods, have no such problems.

I must ask, who qualified Nader, and what qualifications does he have to make any slanderous remarks concerning Teamster behavior. I know of none. He must be getting information from admitted pill takers. If they do use stimulants, they should not be on the highway.

So, I say that after he has milked this fabricated issue dry of publicity and has turned his shotgun attacks on others, we in the Teamsters will be dealing with the problems constructively and with results.

Speaking for the International Union—and all of its members—we resent Nader's slanderous accusations with which he attempts to smear the Teamster driver. His accusations are damned lies.

Frank E. Fitzsimmons

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

STATE OF THE UNION

Fitz Expresses Views as—

Labor Leaders Tell President Nixon Their Wishes For Phase II of Freeze

TEAMSTER General President Frank E. Fitzsimmons, AFL-CIO President George Meany, and other top national labor leaders met the Friday after Labor Day with President Nixon to express labor's view concerning the so-called Phase II of the current wage-price freeze.

The labor leaders supported the creation of a tripartite board representing labor, management and the general public. Such a board would control wages and prices without government interference after the current 90-day wage-price freeze.

Labor pledged its support for Phase II of the Administration's economic control plan, only if it is equitable and places controls on profits as well as wages and prices.

Under the plan proposed by labor, modeled for the most part after the War Labor Board which was operative during World War II and the Korean conflict, the tripartite group would draw up its own rules to determine what wages and prices would be controlled. It would not implement orders handed down by the government but would administer its own sanctions against violators.

The Teamsters have taken the position that they would cooperate with the President for 90 days, and have expressed strong convictions that Phase II must place the sacrifices evenly upon not only the work force of the nation, but the corporate structure as well.

Labor leaders at the White House meeting with Fitzsimmons and Meany were Lane Kirkland, AFL-CIO secretary-treasurer; UAW President Leonard Woodcock; Steelworkers President I. W. Abel; John Lyons, president of the Ironworkers and Joseph A. Beirne, president of the Communications Workers.

Government officials in attendance with the President were George P. Shultz, director of the Office of Management and Budget; Secretary of the Treasury John Connally; Labor Secretary James D. Hodgson; Arthur Burns, chairman of the Federal Reserve Board; Paul W. McCracken, chairman of the Council of Economic Advisers; Herbert Stein of the Council of Economic Advisers; Assistant Labor Secretary W. J. Usery; and Under Secretary of Labor Laurence Silberman.

The meeting was the first in a series of three held by President Nixon to solicit the views of leaders of different economically interested groups.

Business was next to go to the White House and immediately opposed labor's proposal of a tripartite board.

Next, representatives of consumer groups were summoned and joined with labor in urging President Nixon to establish ceilings on profits and dividends in his post-freeze economic program and to establish a stabilization plan which would call for "equality of sacrifices" among all parts of society.

Don. S. Willner, president of the Consumer Federation of America, said he told President Nixon that "the most important factor in the on-going program was the equality of sacrifice by all groups."

Willner said that meant assuring the public that consumers would get a fair deal in the program's Phase II.

The consumer groups said lids on interest rates, profits and dividends should be included in the post-freeze plan.

White House officials have indicated that lids on interest rates, profits and dividends will not be part of economic stabilization in Phase II.

Speculation in the Nation's Capital as to what form Phase II would take ran the gamut.

If labor and consumer groups prevail, a tripartite board will administer economic stabilization, free of government intervention.

Following its summer recess, the Congress began grappling with President Nixon's proposals for economic stabilization, and indications were that Nixon's program was running into congressional trouble.

Teamster General President Frank E. Fitzsimmons and other top labor leaders met recently with President Nixon to discuss Phase II of the President's economic stabilization program. Pictured here are (left to right) Lane Kirkland, AFL-

The House Ways and Means Committee decided not to back a two-level form of investment tax credit for big business.

President Nixon had proposed a 10 per cent credit immediately for new plant development, dropping to five per cent after a year. But the committee decided it would vote for a straight percentage rate, probably seven per cent. Several congressional spokesmen pointed out that industry is producing now at only 70 per cent of present plant capacity, and any tax incentive for new plant development would only provide a tax haven for industry and increase idle capacity to produce.

There also was a sprinkling of support among members of the Congress to work for recovery of wages lost by labor in negotiated agreements under the wage-price freeze. Rep. Claude Pepper (D-Fla.), for example, told the International Laborer's Union convention in Miami Beach, Fla., that he would do everything in his power to see that wages lost by workers during the freeze eventually were restored.

Various economists and consumer representatives were testifying before congressional committes for a greater tax break for low and middle income groups in any revision of the present tax laws, reasoning that Administration proposals were only a tax haven and would do nothing to control inflation or attack the serious jobless problem now facing the nation.

President Nixon has said he would announce his plans for Phase II around the middle of October. Authority for President Nixon's wage-price freeze was granted by the Con-

CIO Secretary-Treasurer; UAW President Leonard Woodcock, AFL-CIO President George Meany, President Nixon, Fitzsimmons, and I. W. Abel, Steelworkers president. With back to camera is John Connally, Secretary of the Treasury.

gress under the Wage Stabilization Act of 1971, which is effective until April 30, 1972. There is some sentiment in Congress for extension of the Act upon its expiration.

Meanwhile, in its first report since the wage-price freeze, the government announced late in September that living costs increased three-tenths of one per cent, largely because of a sharp boost in gasoline prices. Labor Department officials stated that the report did not reflect the effect of the wage-price freeze as many of the figures were compiled before its effective date of August 15th.

Government officials also announced that wages of some 45 million workers rose two cents hourly, and $1.43 weekly to $129 per week.

The rise in living costs, slightly larger than in July, pushed the government's price index up to 122.2 per cent of its 1967 base of 100. The figure means that it cost $12.22 last month for every $10 worth of typical family purchases four years ago.

Grocery prices remained relatively stable, housing costs rose five-tenths of one per cent, transportation was up five-tenths, including a 3.7 per cent hike for gasoline, medical care increased five-tenths, and recreation rose one-tenth of one per cent.

Clothing prices declined three-tenths of one per cent, but there was a rise of five-tenths of one per cent for shoes.

The Bureau of Labor Statistics said future price reports during the freeze are likely to show change because some items are not frozen and others are not priced every month and will later show changes from before the freeze.

NLRB Report

IBT Again Blazes Trail In First-Half Balloting

The International Brotherhood of Teamsters led all unions in single-union election activity and success during the first half of 1971, according to the latest report from the National Labor Relations Board.

Single-union balloting is usually considered the best barometer of trade union organizing effort. Teamsters have dominated the statistics in this area not only on a monthly basis but on a 6-month basis for the past several years.

Altogether, there were 3,537 one-union elections conducted by the NLRB in the first six months of this year. Teamster affiliates were on 1,143—or better than 32 per cent—of those ballots.

All unions together won a total of 1,848 single-union votes of which the Teamsters accounted for 583—or nearly 32 per cent.

Employees eligible to vote in the units won by all unions in the single-union balloting totaled 67,188. Teamsters gained 10,756 of the total or better than 16 per cent.

In other words, about one of every six workers that chose union representation in the single-union elections favored affiliation with the Teamsters Union. It is a ratio that has been fairly consistent for the past 10 years.

In 2-union balloting, Teamsters won 65 elections involving more than 5,300 workers. In elections where three or more unions were on the ballot, Teamsters won six elections and gained more than 600 workers.

Altogether in the first six months of 1971, Teamster affiliates were victorious in 654 elections and won 16,997 employees in the new units.

Stewards Meet

California Prison Guards Flock to Teamster Banner

Teamster stewards representing the majority of guards in the California state penal system met in San Francisco, Calif., recently to air grievances before the state director of prisons and to map plans for future programs to benefit corrections officers at 13 penitentiaries.

IBT Vice President Joseph Diviny of San Francisco took part in the discussions along with Rudy Tham, general organizer, who launched the organizing campaign nearly a year ago. So far, more than 1,500 of the system's 2,700 guards have joined Teamster Local 960 of San Francisco.

Foremost in their minds has been concern for the safety of officers particularly since the killing of a member, Leo Davis, at San Quentin and the stabbing and killing of guards at Soledad prison.

One reason the guards are rushing to join the Teamsters was put forward by David Steele, a steward at San Quentin, who said: "We've had no representation other than small company unions. We need a powerful union to represent us."

IBT Vice President Joseph Diviny (fourth from left) met with Teamster stewards recently to discuss safety conditions for California penal system guards. Shown with Diviny are Rudy Tham (fifth from left), general organizer; Rudy Ortega (left), president of Teamster Local 960, and Barney Apfel (third from left), secretary-treasurer of Local 960.

Dairy Local Embarks On Campaign

Teamster Local 205 of Pittsburgh, Pa., has embarked on a campaign to organize workers outside the dairy industry, particularly in municipalities and authorities as well as private industry.

Nicholas Roth, Local 205 secretary-treasurer, said the latest victory in the campaign that has gained more than 300 new members was at the Pittsburgh Testing Laboratory.

Of 76 clerical workers employed by the materials testing firm in Pittsburgh, nearly all voted in a National Labor Relations Board representation election. They went Teamster by a 45 to 29 count.

Roth said other new members gained by the local union are city employees at McKeesport, Port Vue, Duquesne, Clairton and Bethel Park Boroughs.

Backpay Won For Members In Carolina

Four members of Teamster Local 391 of Greensboro, N.C., recently were ordered reinstated to their jobs with full backpay by the National Labor Relations Board.

The ruling was made in a case involving Carolina Quality Concrete Co., found guilty of unfair labor practices including laying off and discharging four members of the local union: J. C. Michael, Boyd Houck, Joseph Matherly and Ronald Mitchell.

Carolina Quality was ordered to "cease and desist" and make the men whole for their losses.

Train Engine Repairmen Go Teamster

Employees of Chrome Crankshaft Co., of North Long Beach, Calif., voted 17 to 3 for representation by Teamster Local 572 of Long Beach in a recent National Labor Relations Board election.

Jack D. Cox, Local 572 secretary-treasurer, said 22 workers were eligible to ballot. The bargaining unit includes home operators, grinders, lathe operators, machinists and polishers.

Chrome Crankshaft repairs train engines.

● Texas Win

Leadmen and warehousemen employed by Newman's of Texas, Inc., of Houston, Tex., voted unanimously for representation by Teamster Local 968 in a recent National Labor Relations Board election, according to Ralph L. Garcia, organizer for the local union.

● Jersey Win

Outside servicemen employed by Honeywell Co., in Westfield, N.J., voted 15 to 3 for representation by Teamster Local 102 of Rockaway, N.J., in a recent National Labor Relations Board election, according to Ben Merker, secretary-treasurer of the local union.

IBT Seeks Ballot At Northwest

The Teamster Airline Division has filed with the National Mediation Board for an election among Northwest Air Lines' fleet, clerical, office and passenger service employees totaling 4,000 workers.

IBT Vice President Harold J. Gibbons, chairman of the Airline Division, said the filing was made after Northwest employees approached the Teamsters with a plea for help following a 150-day strike conducted unsuccessfully by the Brotherhood of Railway Clerks which currently represents the Northwest employees. The final BRC settlement was the same contract in effect before the strike.

Indiana Banquet

General President Frank E. Fitzsimmons and Clifford K. Arden, president of Teamster Local 215 in Evansville, Ind., are shown prior to a stewards' banquet attended by nearly 500 people recently. The General President was the main speaker at the banquet where announcement was made of the local union's plans to build a new office headquarters.

Organizing Gain

Workers at 3 Airlines Pick IBT Representation

Three organizing victories were scored recently by the Teamster Airline Division at Portuguese Airways, Lineas Aereas Costarricenses, S.A., and Butler Aviation in elections conducted by the National Labor Relations Board.

IBT Vice President Harold J. Gibbons, chairman of the Airline Division, said the wins altogether added nearly 350 members to the union.

The bargaining units at Portuguese and Costarricenses are composed of clerical, office, fleet and passenger service employees. The unit at Butler, a fixed-base operator at Newark, N.J., includes fuelers and mechanics.

Negotiations on contracts for the new units will follow immediately upon receipt of certification by the NMB.

Two hundred workers were eligible to ballot at Portuguese Airways with 129 voting for the union. Three ballots were voided. There were no opposing votes.

The Butler ballot had the names of two other unions on it. With 100 eligible to vote, the Teamsters won a majority with 46 while the other unions collected 33 ballots. There were three challenged ballots and one "no union" ballot.

IBT Vice President Joseph Morgan assisted in the Costarricenses campaign where 33 employees were eligible to vote. The count was 26 for the Teamsters and seven against.

Change Your Address?

Members of local unions affiliated with the International Brotherhood of Teamsters are encouraged to inform their local union upon changing their address. Changes to the mailing list for *The International Teamster* can be made only through the local union which regularly forwards the changes to the International Union headquarters.

Precedent Set

District Court Ruling Says Informal Letter In Discharge Case Denies Driver "Due Process"

In a precedent-setting decision arising from an action brought by the Teamsters, Judge Gerhard Gesell in the Federal District Court in Washington, D.C., held that it was unconstitutional for the Bureau of Motor Carrier Safety (Department of Transportation) to disqualify a professional truck driver by an "informal" letter.

Judge Gesell stated that a driver cannot be deprived of his livelihood without receiving all of the safeguards provided by the "due process" clause of the Fifth Amendment of the Constitution. Accordingly, the Court declared all of the government's rulings in this case null and void.

The case arose when Otho Pratt, a road driver with 11 years' seniority with Hennis Freight Lines, and a member of Teamster Local 171 of Roanoke, Va., was removed from service by the Company, which sought a ruling from the Director of the Bureau of Motor Carrier Safety.

Teamsters attorneys intervened at the request of Local 171, but were unable to get a hearing or even learn the identity of the government doctor who recommended disqualifying Pratt without ever examining him.

Four of Pratt's doctors, including two specialists, recommended that he be permitted to continue driving with his condition, lymphosarcoma, which he had for some seven years. It was noted that Pratt had a nine-year safe driving record, but the government bureaucracy issued a decision without notifying the union, and refused to reconsider its decision.

Teamsters attorneys then went to court to enjoin the government.

Meanwhile, the Joint Grievance Committee awarded Pratt some $3,500 because the company initially removed Pratt on its own, without consulting with the union or the government. His case will now be resubmitted to the Joint Grievance Committee, and Otho Pratt could receive as much as $15,000 in back pay, in addition to reinstatement in his job.

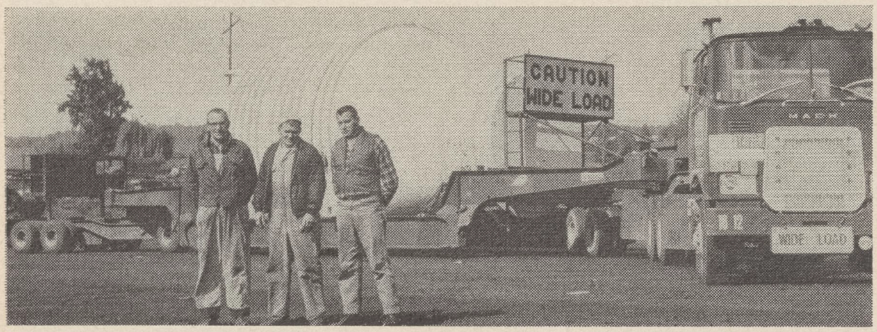
Colorado Ski Patrol Organized

Mike Burke, a ski patrolman employed by Aspen Skiing Corp., and now a Teamster, is shown on his way to a skiing mishap. The patrolmen, all professional full-time employees, wear jackets with a broad cross so as to be easily recognizable on the Aspen-Snowmass slopes in Colorado.

Teamster organizers from Local 961 in Denver, Colo., scored a "first" recently when they won an election to represent some 80 professional ski patrolmen who work at famous Aspen Mountain and Snowmass Mountain at Aspen, Colo.

The patrolmen, employed by the Aspen Skiing Corp., work on the 14,000-foot slopes and in addition to being expert skiers are also experts in demolition, avalanche control and first aid. Negotiations for a first contract are underway.

Record Heavy Haul



Members of Teamster Local 162 in Portland, Ore., played prominent roles in helping to achieve this record-breaking heavy haul by Widing Transportation Co. On the transportation team were (left to right) Bob Hilts, Bud Emra and Don Schultz. Gross weight of the haul was 182,000 pounds. The distance from Lockheed Shipbuilding and Construction Co., yards in Seattle, Wash., to the Nevada desert was approximately 1,150 miles.

Steelhaul Local 800 Chartered

Teamster Local 800 of Murrysville, Pa., was chartered in Teamster Joint Council 40 recently for the purpose of organizing and representing drivers engaged in the hauling of steel and related articles.

Local 800 will be under the trusteeship of Linwood Trainham of the Eastern Conference of Teamsters. Temporary officers of the local union are: John Mangine, president; C. R. Smith, secretary-treasurer; Raymond Humphries, vice president; David Haugh, recording secretary, and Carmen DeFrancisco, Robert Wilson and Larry Platt, trustees.

Election

At the end of the trusteeship period, an election of officers will be conducted with the membership voting on the candidates.

Teamster affiliates are asked to help in organizing unorganized steel haulers are asked to refer all non-union drivers to Local 800, 4050 William Penn Highway, Murrysville, Pa.

● Idaho Victory

Clerical workers employed by Grinnell Corp., a wholesaler of plumbing supplies in Pocatello, Idaho, voted almost unanimously for representation by Teamster Local 983 in a recent National Labor Relations Board election, according to Alvin E. Hill, secretary-treasurer of the local union.

California Local Wins Large Unit

A large majority of the employees of Kingsbacher-Murphy Co., a plastic office supply firm in Los Angeles, Calif., voted for representation by Teamster Local 196 in a recent National Labor Relations Board election.

Thomas L. Young, Local 196 secretary-treasurer, said 122 production and maintenance workers, shipping clerks, warehousemen and drivers were eligible to ballot. The vote was 68 to 39 for the union.

Recognition Win

Blueprint Repro Workers Go Teamster in New York

MERIT STUDIOS, INC.
REPRODUCTIONS
STRIKE

Happy with victory, these employees of Merit Studios, Inc., a pillar of the blueprint reproduction industry in New York City, celebrate the company's recognition of Teamster Local 966 following a 2-hour strike. John Agathos (arrow) directed the organizing campaign.

Teamster Local 966 of New York City has notched another victory in its 3-year-old campaign to organize the blueprint reproduction industry in the metropolitan area.

Daniel Kapilow, Local 966 president, said the latest win was scored at Merit Studios, Inc., one of the pillars of the industry.

Kapilow said John Agathos, organizing campaign director, rejected the company's bid for a National Labor Relations Board election and struck the company.

More than 90 per cent of the people responded in support of the strike and within two hours Merit Studios capitulated and began contract negotiations after giving recognition to the union.

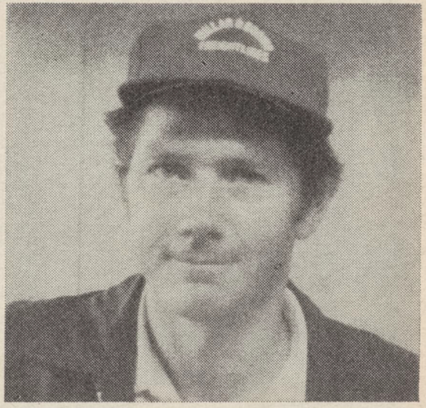
Agathos gave the lion's share of credit to the success of the campaign to rank-and-file Harry Fredericks, Lewis Coby and Lucas Nelson, saying: "With support like this from the workers, no company can remain non-union."

Local 966 began its organizing drive in the non-union blueprint reproduction industry in 1969 in both New York and New Jersey where the vast majority of the shops were unorganized.

One success after another has been scored by the union, Kapilow said, and now only a couple of small non-union shops are left in the old-line industry where many of the firms can trace their operating history back to 1880.

Kapilow said Local 966 hopes to work out a master agreement in 1972 that will cover all workers in the blueprint industry in the area.

Canadian Champ



Bob Cornett, a member of Teamster Local 31 in Vancouver, B.C., recently was named grand champion of the annual truck roadeo sponsored by the Canadian Assn., of Fleet Supervisors. Cornett was judged the best among more than 100 drivers competing. He had 24 competitors in his own straight truck class.

IBT Gift

$10,000 'Seed' Money Given For Detroit Renewal Project

A community renewal project in the neighborhood of Detroit's Tiger Stadium was given a spark of life recently when the International Brotherhood of Teamsters presented $10,000 in "seed" money to "Community on the Move."

Acting on behalf of General President Frank E. Fitzsimmons, Vice President Robert Holmes of Detroit made the presentation of the money to Msgr. Clement Kern of Most Holy Trinity Parish. Msgr. Kern has spearheaded the community project.

The money gift was approved by the IBT general executive board during its regular quarterly meeting last June.

The Teamster grant was expected to encourage other organizations and individuals to join the drive in contributing funds that will be matched by the government in a move to renovate the stadium area of blighted homes.

"Community on the Move" has been working with the Metropolitan Detroit Citizen Development Authority to demonstrate what can be done to renovate a community.

Homes and buildings in the best condition will be refurbished while those most deteriorated will be demolished to create open space for new housing and off-street parking.

Included on the list of structures to be retained is the Teamster headquarters building at 2741 Trumbull Ave., which houses several affiliates.

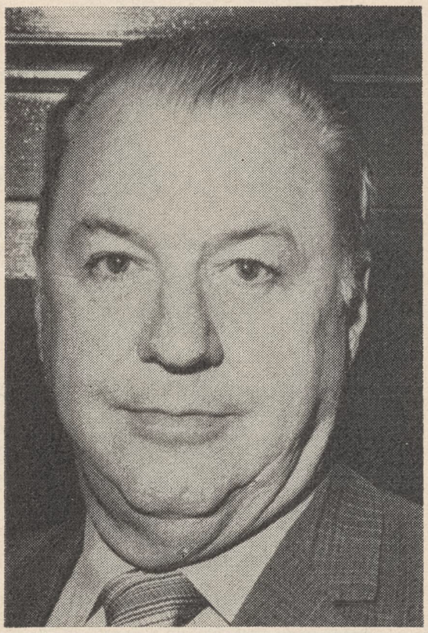
Presenting a check for $10,000 to the "Community on the Move" on behalf of General President Frank E. Fitzsimmons is IBT Vice President Robert Holmes (second from left). Shown with Holmes are (left to right): Lora Snoder, treasurer of the community group; Roman S. Gribbs, Detroit mayor; Charles Hurskin, president of "Community on the Move," and Msgr. Clement Kern of Most Holy Trinity Parish. The "seed" money is expected to generate a $12 million renovation program in the area near Tiger Stadium in Detroit.

Local Sets Examinations For Members

Teamster Local 999 of Paterson, N.J., has made arrangements for all members enrolled in the local's welfare fund to obtain a comprehensive physical examination, if they so desire, at the Diagnostic Health Group in Saddle Brook, N.J.

Lawrence DeAngelis, Local 999 secretary-treasurer, said the examination would be made at no charge to the members with payment being made by the welfare fund. A written report of the physical exam will be mailed to the member or family physician as desired by the member.

Appointed



Lawrence W. McGinley, president of Teamster Local 680 in Newark, N.J., has been appointed a member of the 7-man board of mediation for the State of New Jersey. He will serve as a labor member of the board. McGinley has been president of Local 680 since 1937.

Ruling Won By Local 448 In Montana

Teamster Local 448 of Missoula, Mont., recently won its case when the National Labor Relations Board ruled that Bell Mfg., Division of Di Giorgio Leisure Products, Inc., of Kalispell, Mont., unlawfully refused to bargain with the union.

The Board said evidence showed that Local 448 was at all times in possession of at least 28 valid authorization cards in a unit comprised initially of 48 employees and later of 46 workers at the company's camper and trailer manufacturing plant.

It was found that the employer suggested the union go through the election process, but instead of awaiting the outcome of the ballot, the employer embarked on an unlawful course of coercive interrogation, threats and promises.

Because of the company action, the trial examiner concluded that the chance of a fair election was slight and that employee sentiment would be better protected through a bargaining order.

The Board ordered the company to cease the unfair labor practices and bargain with Local 448 upon request.

Norfolk Local Wins Board Decision

The National Labor Relations Board found recently that Turner's Express, Inc., of Norfolk, Va., violated the law by refusing to bargain with Teamster Local 822 of Norfolk.

Because there was no issue properly litigable in the proceeding, the Board granted the general counsel's motion for summary judgment.

Local 822 was certified in March, 1971, as representative of Turner's truck drivers, warehousemen and shop employees. The company tried to get the election set aside but failed.

The basis of the employer's complaint was that pro-union activities of two minor supervisors had actively supported the union organizing and electioneering efforts.

The Board ruled the supervisor activity did not impair employee free choice or warrant setting aside the election.

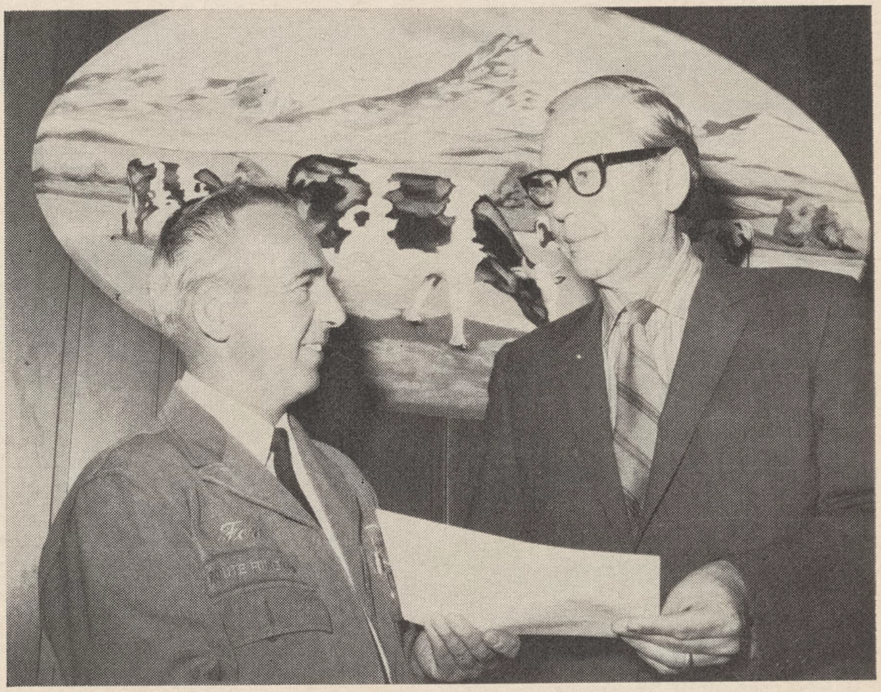
The trucking firm was ordered by the Board to cease the unlawful conduct and bargain with Local 822 upon request.

On Board

Luke Kramer, secretary-treasurer of Teamster Local 380 in Boston, Mass., recently was elected to the board of directors of Massachusetts Blue Shield. Kramer, through his years in union work, has become recognized as an expert in the health insurance field.

Dairy Industry

Pasteur Award Presented To Vancouver Teamster



Ford Burrows (left), a Vancouver Teamster, is presented a Pasteur award by G. J. Okulitch, general manager for Dairyland which employs Burrows.

Ford Burrows, a member of Teamster Local 464 in Vancouver, B.C., recently received a Pasteur award honorable mention from the Milk Industry Foundation.

Each year the MIF presents awards to milk industry employees who perform an act of heroism or distinguished public service while working in the industry.

Burrows, a wholesale route foreman at Dairyland, was honored for his quick thinking in preventing a possible catastrophe caused by a runaway truck.

A snapped drive shaft had forced Burrows to curb his truck on a steep hill. While he was rearranging cases in the van, the truck eased over the curb and headed downhill on its own.

Burrows was thrown into the road but managed to make it into the cab and steered without brakes to a safe stop around the corner.

Acting mainly by instinct, Burrows was unaware that he had broken his wrist in the fall. Had it not been for the Teamster's quick action, the runaway vehicle might have caused death and extensive damage.

Union Labor Totals Nearly 20 Million

The Labor Department reports that trade union membership in the United States increased nearly a half million to a total of 19.4 million between 1968 and 1970.

Union membership last year was 22.6 per cent of the total work force—down slightly from 23 per cent in 1968.

The greatest area of gain in unionism during the decade of the 60's has been in public employees, 362 per cent, and teachers, 265 per cent.

● In Tennessee

Road drivers employed by Corry Foam Products Co., a manufacturing firm in Milan, Tenn., voted for representation by Teamster Local 667 of Memphis, Tenn., in a recent National Labor Relations Board election, according to J. V. Pellicciotti, secretary-treasurer of the local union.

NYC Local Wins Appeal To NLRB

Reversing the trial examiner, the National Labor Relations Board ruled recently that Long Island Airport Limousine Service Corp., unlawfully discharged an employee and committed independent violations of the law.

The dischargee was Michael Tritsch, considered the spearhead of an organizing campaign conducted by Teamster Local 1034 of New York City. Tritsch was fired shortly after he had begun to engage in authorization card soliciting among his coworkers.

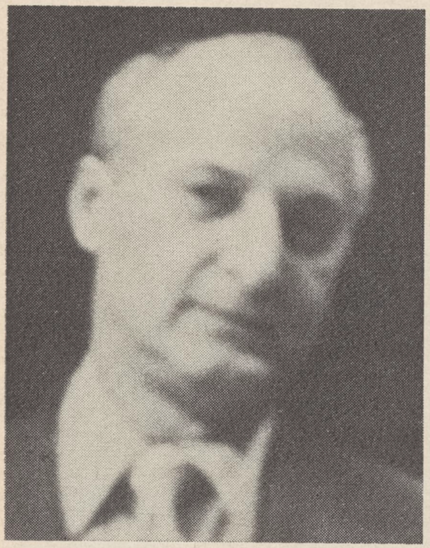
The company also was found guilty of threatening reprisals and attempting to create the impression of surveillance of union activities.

The limousine firm was ordered by the Board to cease the unlawful conduct and to offer Tritsch reinstatement and backpay.

● Body Builders

Production employees of E. R. Schwartz Co., truck body manufacturer in Lester Pairie, Minn., voted for representation by Teamster Local 358 of St. Cloud, Minn., in a recent National Labor Relations Board election, according to Charles McLane, secretary-treasurer of the local union.

Man 'o' Year



Raymond Domenic, secretary-treasurer of Teamster Local 738 in Chicago, Ill., recently received the "Man of the Year" award of Chicago and Illinois, presented by the Wholesale Grocers Association, "for outstanding contribution to the preservation of equality of opportunity in the food industry."

Hoffa Scholarship Applications Due November 30, 1971

The James R. Hoffa Scholarship Fund provides eight scholarships, two in each Area Conference, to the sons and daughters of Teamster members, for use in pursuing an undergraduate degree at an accredited college or university of the recipient's choice.

Each scholarship is for a priod of four years at the rate of $1,500 per year totaling $6,000 per student. Recipients are selected on the basis of scholastic achievement, personal qualifications, and financial need by a committee of people experienced in the field of higher education.

Applicants for this year's scholarships must graduate from high school during the 1971-1972 academic year. Also, they must be the sons or daughters of Teamster members who have not been suspended from membership in their Local Unions for at least 12 consecutive months prior to November 30, 1971. Sons and daughters of retired and deceased members also are eligible to apply, provided that surviving spouses are not remarried.

Financially dependent wards and step-children of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the 12 months preceding November 30, 1971, are eligible if these members have not been suspended from membership during the 12 months prior to their withdrawal as well as during the period since their return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are presently on withdrawal but who have not retired are also not eligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Additional information on this and other Teamster sponsored scholarships may be obtained directly from the:

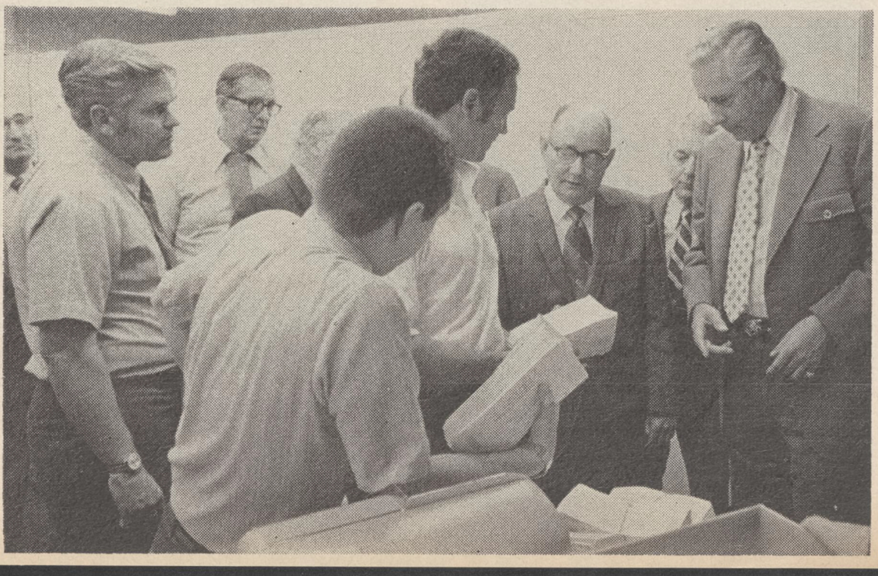
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES R. HOFFA
SCHOLARSHIP FUND
25 Louisiana Avenue
Washington, D.C., 20001

(A complete application blank appears on the following four pages of this issue of *The International Teamster.*)

Montgomery Ward Count

Don Peters (right), chairman of the Teamsters Montgomery Ward Council, checks some of the ballots returned in a mail referendum that saw the membership approve a new 3-year contract by a 4-to-1 margin. Providing heavy gains retroactive to last August 1st—but awaiting approval of the Cost of Living Council—the contract covers 13,600 members employed in Montgomery Ward catalogue houses and retail stores.



APPLICATION

JAMES R. HOFFA SCHOLARSHIP FUND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

1971-1972 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund no later than NOVEMBER 30, 1971. Failure to comply with this regulation may result in your disqualification.

APPLICANT TO COMPLETE ITEMS 1-12:

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
LAST

☐☐☐☐☐☐☐☐☐☐☐ ☐
FIRST MIDDLE INITIAL
(Use your given name, not a nickname)

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
STREET

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
CITY AND STATE

☐☐☐☐☐
ZIP CODE

3. Date of Birth ______________________
month day year

4. Sex. M ☐ F ☐

5. Social Security number: ☐☐☐-☐☐-☐☐☐☐

If you do not have a Social Security number, check here. ☐

B. SCHOOLING

6. Name and address of high school which you are attending:

Name ______________________

Address ______________________

____

7. Expected date of High school graduation ______________________ 1972

8. Early Admission Students

☐ Check here if you are entering college in 1972 *without* completing high school. All early admission students are required to attach the following to this application:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1972 I will complete (check one):

☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for a James R. Hoffa scholarship only once. Do not apply until your last year of high school.

10. What college do you plan to attend?

Name City, State

First choice ____

Second choice ____

C. FAMILY

11. Full name of Teamster parent ____
(please print)

Relationship (please check)

_____ a. Father

_____ b. Mother

_____ c. Step-father

_____ d. Step-mother

_____ e. Guardian

_____ f. Other—specify relationship

If you have checked "a" or "b" above skip Item 12 and complete Item 13 below. If you checked c, d, e or f the person indicated must be able to complete the statement in Item 12.

12. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

____
(Signed—Teamster member)

Subscribed and sworn to before me this ____________ day of ______________, 1971 in

the City (County) of ______________ in the State of ______________.

Seal

____
(Notary Public)

My commission expires ______________________________

13. Signed ______________________________ Date ______________
Teamster member

Signed ______________________________ Date ______________
Applicant

UPON COMPLETION OF ITEMS 1-13, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE JAMES R. HOFFA SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Local Union Number ____________________

15. Conference Affiliation (check one):

☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the member named in Item 11, Ledger Number * __________, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. ____ for at least twelve consecutive months prior to November 30, 1971.

b. ____ for at least twelve consecutive months prior to his retirement.

c. ____ for at least twelve consecutive months prior to his death.

d. ____ since ____________________ after depositing his withdrawal card which was taken on
date after 11-30-70
__________, and that during the twelve consecutive months prior to his withdrawal he was not an
date
officer or employee of this Local Union and was not suspended from membership.

e. ____ since __________ after his transfer from Local Union __________. Forward this application
date after 11-30-70 number
to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

____

____
date

18.

Local Union Seal

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* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number ____________, was not an officer or employee of this Local Union and was not suspended from membership from ________________, 19___ until his transfer on ________________. 19___.

21. Signature of Secretary-Treasurer:

____

____
date

20. Local Union Seal

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FORWARD THIS APPLICATION DIRECTLY TO THE
JAMES R. HOFFA SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

TO BE SUBMITTED NO LATER THAN NOVEMBER 30, 1971.

17 ALLIED PRINTING TRADES UNION LABEL COUNCIL WASHINGTON 17

Actors Defy Teamster Picketline

Some members of the Screen Actors Guild did—and some did not—take advantage of a new way to circumvent a picketline in a recent situation involving Teamster Local 481 of San Diego, Calif.

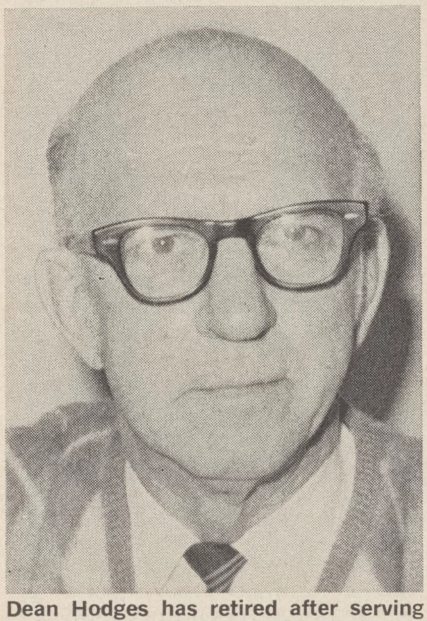
Members of Local 481 were picketing Sea World at the time the company was sponsoring a Hoolywood-type premiere of a new tank for the non-union firm's killer whale, *Shamu.* The excuse was a benefit performance for the Motion Picture Relief Fund.

Local 481 officials had informed stars of movies and television that Sea World was non-union from the moment it started building after city fathers gave promotors a lease on taxpayer-owned land in Mission Bay. The stars also were informed that Local 481 had a picketline plainly declaring that no contract was in effect.

Some of the stars abandoned their limousines and took to boats to flank the land-based pickets. Among them were: Debbie Reynolds, Steve Allen, Jayne Meadows, Vincent Price, Tina Sinatra and Jean Simmons.

Refusing to attend the premiere because of the pickets were: Gregory Peck, Ricardo Montalban and Jack Haley.

Retires



Dean Hodges has retired after serving as business representative for Teamster Local 482 in Rockford, Ill., since 1945.

Pension Checks

Members of Teamster Local 496 Boston, Mass., employed by Checker Taxi Co., and Red Cab recently received retroactive pension checks of $1,900 and are shown with officers of the local union. In Checker photo above are (left to right): Seated—Simon Garber, Max Steinberg, Joseph DeLuca, Richard Aonovitz and Joseph James; Standing—Henry Yenovkian, Local 496 president; Jacob Tocman, Anthony Capobianco, Robert Moritz, Benjamin Sheinblatt, Philip Ross, Max Ginsburg, Angelo Neri; Isaiah Uliss, Local 496 secretary-treasurer, and James Fitzgerald. In Red Cab photo below are (left to right): Seated—Herbert Baker, Joseph Fitts and Richard White; Standing—Isaiah Uliss, Arthur Mullin, Henry Yenovkian and Max Goldstein.

Board Says Enclosed Mall Pickets Ok

The right of union pickets to use an "enclosed mall" shopping center without being subject to arrest has been upheld by the National Labor Relations Board in a recent decision.

The Board ruled that the owner of the North DeKalb Shopping Center in Georgia violated the law when he threatened to have pickets from a Retail Clerks local union arrested for trespass if they did not leave the "enclosed mall" where they were picketing a shoe store.

The decision was based on the Supreme Court's *Logan Valley Plaza* ruling which established that picketing could not be trespass, even if on private property, where the property was a community business block open to the public.

● Driver Win

Truck drivers employed by A. W. Winchester, Inc., a steel fabricator in Allegan, Mich., voted for representation by Teamster Local 7 of Kalamazoo, Mich., in a recent National Labor Relations Board election, according to Jack Brand, president of the local union.

Crystal Balling

Truck Equipment Changes Expected in Coming Years

Truck equipment 20 years from now is expected to be a lot different from the rigs that roll over the highways nowadays.

Delegates to the National Automobile Dealer's equipment convention held recently in Atlantic City, N.J., were given a peek at equipment changes expected in the future.

Computerized

Heavy duty trucks of tomorrow are certain to have computerized systems and will be controlled by electronic sensors, according to the experts. They will be constructed of featherweight metals and alloys.

Furthermore, rigs of tomorrow are not expected to be a factor in noise and air pollution and drivers will be aided by all sorts of electronic systems that will make their jobs safer.

For example, drivers will not have to stop to add air to a tire. A dashboard control switch, instead, will perform this operation while the truck is on the move.

Driver visibility will be improved by about 50 per cent through the use of more glass areas, improved mirrors and even television. Cab climate will be automatically controlled to provide the driver with the best possible work environment.

Truck design will change so as to accommodate the continued economic demand for higher payload to gross vehicle weight. This will be done with the development of new alloy steels tailored to meet specific functions. More and more, materials such as aluminum, magnesium and titanium will be used in tractor-trailer construction.

Less Emissions

While the internal combustion engine is expected to continue as the main power source of rigs through the 70's, it will be refined and modified so that there will be considerable decrease in engine emissions.

In addition to noise abatement of the engine, advancements now underway in the insulation and design of other running gear and body components will make trucks—as the experts put it—"whisper quiet."

The biggest change, however, is foreseen in instrumentation. Traditional instruments will disappear. They will be replaced by various systems that will be monitored and reported automatically to the driver either by sound or visually.

Braking, vehicle and engine speed—even gear shifting—will all be controlled by computers linked with radar to monitor traffic conditions under which the driver will be operating.

Air Progress

Teamster airline organizers and officials of Golden West Airlines joined together recently to help dedicate the new Palmdale, Calif., airport. Golden West inaugurated the first commercial service into the airport. Shown are (left to right): Fred Austin, president of Golden West; Marv Griswold, secretary-treasurer of Teamster Local 2707; Larry Chimbole, Palmdale mayor; and John Grundy and John Stanchfield, executive administrator and president respectively of Local 2707.

Unfair Cases Show Gain At NLRB

All kinds of records for unfair labor practice cases before the National Labor Relations Board came tumbling down during the fiscal year 1970-71.

Practically every type of case before the Board showed an upward boost.

—The number of cases before the Board shot up 10.8 per cent from 33,581 to 37,212.

—The Board disposed of 15 per cent more cases than the previous year—37,200 as compared with 32,353 during fiscal 1969-70.

—The Board received 13 per cent more unfair labor practice charges than during the previous year—31,038 as compared with 23,770.

—The Board issued 806 unfair labor practice decisions—up 21 per cent as compared with 668 in 1969-70.

—Formal complaints issued by the NLRB general counsel showed "a sizeable boost," amounting to an increase of 18 per cent, climbing from 2,147 the previous year to 3,244 this year.

—Trial Examiners alone issued 927 unfair labor practice decisions, 4 per cent over the previous year's total of 894.

—U.S. Circuit Courts of Appeal handed down 372 decisions during the year—nearly 16 per cent more than the previous year. About 87 per cent affirmed the Board's orders in whole or in part, compared with 84 per cent of the year before.

In California

Construction Drivers Gain Under Strike-Won Contract

Some 5,000 construction drivers in Northern California recently ended a 5-week strike-lockout with ratification of a new 2-year contract providing substantial wage gains and other improvements.

Ratification was by an overwhelming majority. The agreement, however, must receive approval from the President's Cost of Living Council and the Construction Stabilization Committee before it can be put into effect.

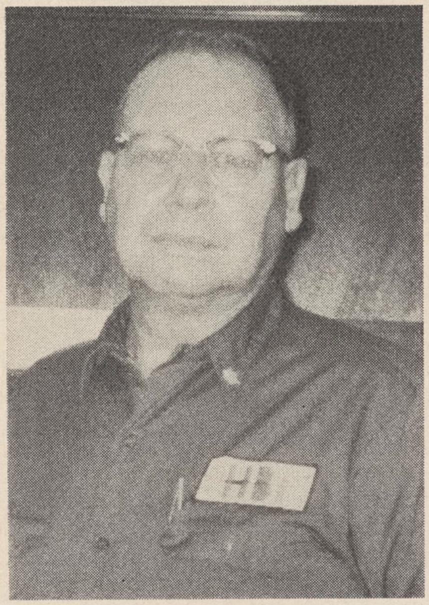
The language calls for fringe gains that can be put into effect November 15th, two days after termination of the current wage-price freeze.

One of the major obstacles to settlement was resolved after meetings with government mediators in Washington, D.C., and had to do with owner-operators.

Representatives of the Associated General Contractors finally agreed to consider such individuals as union members unless the National Labor Relations Board—in a case now under consideration—rules to the contrary.

A minimum pension increase of at least 10 cents was negotiated in the agreement, vacation schedules were improved and a minimum 6-hour day for pay purposes was written into the pact.

Safe Driver



Norman Koos, a member of Teamster Local 554 in Omaha, Neb., since 1941, recently received an American Trucking Assn., certified award for 21 years of driving more than two million miles without a chargeable accident. Koos is a petroleum tank driver for Herman Bros., Inc.

NLRB Chairman Loses on Case Interpretation

Should a union be denied a representation election victory if it promises the workers a collective bargaining contract, insurance and health coverage, a blood bank, a credit union and discounts on purchases?

Chairman Edward B. Miller of the National Labor Relations Board evidently thinks that these and similar campaign promises should be seriously questioned.

He would have set aside a representation election victory by Local 363, Printing Pressmen, among employees of Smith Marketing Services in Burlingame, Calif.

Fortunately for the union, he was outvoted 2 to 1 when members Gerald Brown and John Fanning approved the election. Brown's term on the NLRB has now expired.

Miller, a Nixon appointee, said that if the union "did indeed promise these benefits on the condition that it win the election, it has, in my view, engaged in objectionable conduct."

Brown, Fanning and the NLRB regional director sharply rejected this thinking. They concluded that the objections to the election "do not raise substantial or material issues" and they recommend certification.

● In Michigan

Loaders and gaugers employed by Union 76 Division of Union Oil Co., in Romulus, Mich., voted unanimously for representation by Teamster Local 283 of Detroit, Mich., in a recent National Labor Relations Board election, according to George Vitale, vice president of the local union.

Pro Football Pay Shows Disparity

The old ghost of geographic differentials between Northern, industrial states and Southern, "right-to-work" states seems to have affected members of the nation's youngest union—the National Football League Players Assn.

A compilation of the average salaries payed to players on the various teams in pro football revealed that the highest pay goes to players in the North.

The Baltimore Colts players average $31,300 for top scale. Green Bay is second at $30,900. Minnesota's Vikings average $30,800.

Not a single team in the South, however, appears in the first 15 of the 26 National League Football Clubs in terms of salary for the players.

In 16th place is Dallas at $24,000. New Orleans averages $21,700. Lowest is Atlanta at $19,800.

● In Michigan

Drivers and mechanics employed by Thill Penn Oil Sales, a petroleum hauler in Muskegon, Mich., voted for representation by Teamster Local 527 in a recent National Labor Relations Board election, according to Robert V. Rosencrants, secretary-treasurer of the local union.

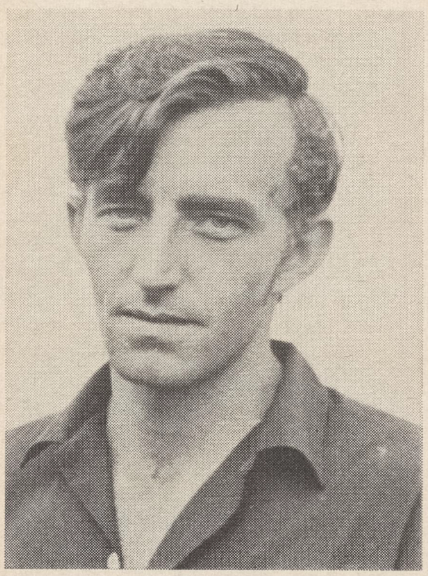
Backpay Won

Mrs. Edna M. Spicer receives a $1,000 check from James Felder, Jr., an organizer for Teamster Joint Council 26 in Cincinnati O., representing backpay compensation won in a National Labor Relations Board action filed by the council. Mrs. Spicer, discharged by the Lanier Cone Co., because of union activity, was reinstated to her job.

Quick Action

Carolina Teamster Saves Life Of Woman Submerged in Auto

A member of Teamster Local 71 in Charlotte, N.C., won the plaudits of authorities recently when he saved the life of a woman who had lost control of her automobile and went into an old gravel pit half-filled with water.



Samuel Byrd

Samuel Byrd, employed by Johnson Motor Lines, Inc., was on his way home from work when he saw a car driven by Mrs. Evelyn Schulz Fortmann plunge over a 60-foot embankment into the pit.

The car was completely submerged. Instantly Byrd stopped and rushed to the driver's aid. He jumped into the pool, which was about 30 feet deep at that point, and pulled Mrs. Fortmann through the window which was down on the driver's side.

Police praised the Teamster's quick action and said that Byrd undoubtedly saved the woman's life because he lost no time in going to her rescue.

● Bakery Win

Teamster Local 50 of Belleville, Ill., recently scored an organizing victory at a bakery company in Centralia, Ill.

Arthur E. Luekemeyer, secretary-treasurer of Local 50, said clerks and a loader-mechanic employed by Interstate Brands Corp., voted for Teamster representation in an election conducted by the National Labor Relations Board.

The ballot was unanimous.

Driver Retires

Max Froelich, a member of Teamster Local 577 in Amarillo, Tex., retired recently after 20 years' membership. Froelich was driver for Illinois California Express.

VP Miller Gets Presidential Appointment

Vice President Murray W. Miller who is also director of the Southern Conference of Teamsters has been appointed by President Nixon to the National Highway Safety Advisory Council.

Murray W. Miller

Miller was appointed to serve a three-year term on the 35-member council which establishes priorities for the Secretary of Transportation for highway safety.

As the first Dallas labor leader to be appointed by a President to serve on a national council, Miller succeeds W. W. Dumas whose term expired.

Miller is fourth vice president of the Teamsters, having been first elected to the Teamster general executive board as 12th vice president at the International Union convention in 1957.

Miller has served as director of the Southern Conference of Teamsters since 1951. He established Southern Conference headquarters in Dallas two years later.

In addition to his recent re-election to the Teamster general executive Board, Miller served as convention arrangements chairman, an assignment he has handled for the last four International Union conventions.

● Tank Drivers

Drivers employed by Union Oil Co., of California, a tank truck operation in Lemont, Ill., voted unanimously for Teamster Local 710 of Chicago, Ill., in an NLRB election.

Schoessling Leads Fete For Gibbons

IBT Vice President Ray Schoessling of Chicago, Ill., is a co-chairman of a dinner scheduled October 14th by the Anti-Defamation League in honor of IBT Vice President Harold J. Gibbons of St. Louis, Mo.

Gibbons will receive the ADL "Heritage of Liberty" award established to recognize the contributions made by individuals in the labor movement to the advancement of democratic rights and liberties.

Nixon Urges Deposits in Minority Banks

A Nixon Administration program is underway to encourage business, fraternal organizations, and individuals to increase their deposits in minority-owned banks. The purpose of the program is to increase by 30 per cent the lending capacity of minority-owned banks (Black, Mexican-American and Puerto Rican) to build an economic base in their communities.

These banks are playing a significant role in making home mortgage loans, consumer loans and business loans, especially in communities dominated by minority groups.

Many sectors of the economy are joining enthusiastically in the program. Corporations, city, state and federal governments, social welfare groups, and organized labor are participating.

Thirty-three banks in 21 states are part of the program.

Investors receive all the benefits from their monies as they would in any federally chartered bank. Such banks are fully insured by the federal government.

With adequate funds available through minority banks, minority communities are equipped to attack the financing of problems within the community, thus engendering the self-help principle.

Kansas City Local Wins NLRB Ruling

In a case involving Teamster Local 552 of Kansas City, Mo., the National Labor Relations Board granted a motion for summary judgment holding that Skelly Oil Co., illegally refused to bargain with the union.

The Board found no merit in the company's contention that the union's complaint should be dismissed.

Skelly was ordered to cease illegal activity and bargain with Local 552.

Golden West Pacts Won By Local 2707

Two new contracts covering pilots and mechanics employed by Golden West Airlines were negotiated recently by Teamster Local 2707 of Los Angeles, Calif.

Leading the union negotiating committee was Dan Porter, Local 2707 business representative, assisted by rank-and-filers Richard Olson, Stan Rivlin and Edward Rubane.

Both contracts contained excellent protective language, according to Porter, and provided for substantial wage gains. Work week schedules were improved as were rules regarding scheduling.

Local 50 Wins NLRB Case

North American Rockwell Corp., of Centralia, Ill., said the National Labor Relations Board in a recent decision, illegally rendered assistance and support to the company's "Centralia Plant Grievance Committee" and threatened shutdown and reduction of the work force in the event of unionization.

Involving Teamster Local 50 of Belleville, Ill., the decision sustained the findings by the trial examiner.

It was found that the company inaugurated and set forth basic terms for the existence of the grievance committee in a memorandum to all hourly production employees.

Employer Exploits

There was no evidence, said the examiner, that since its creation the committee had developed any degree of independent viability. Rather, the committee had followed the predetermined path or immediate lead of the employer.

Although Teamster Local 50 did not appear on the horizon until some months after creation of the committee, the employer exploited the committee's existence—ruled the examiner—to combat union representation.

Retiree

Charles Redding (center), a member of Teamster Local 937 in Baltimore, Md., retired recently after 36 years on the job for Sealtest Dairy. Shown with Redding, one of three brothers with a total of 105 years at Sealtest, are Henry Schneehagen (left), Sealtest bakery manager, and Charles W. Holland, Local 937 secretary-treasurer.

For College

Indiana Local Scholarships Go to 12 Sons, Daughters

Ralph Vonasch (left) and Donald Sawochka (far right), president and secretary-treasurer respectively of Teamster Local 142, flank 11 of the 12 scholarship winners in the local union's $4,000 program. Scholars are (left to right): John McCoy, Patricia Roberts, Jan C. Shafer, Donnetta Gifford, Steven Szambaris, Mary Margaret Whitworth, Jeffrey R. Harder, Michael Hielscher, Jeanne Brooks, Thomas J. Richler and Rick Strickland. The 12th recipient, John Nauta III, was not present for the photograph.

Teamster Local 142 of Gary, Ind., recently awarded a dozen scholarships worth $4,000 to sons and daughters of members for the second consecutive year.

Donald Sawochka, Local 142 secretary-treasurer, said the scholarship winners were selected by a special committee of college and university administrators from northwest Indiana.

The top award of $1,000 went to John McCoy, son of Marion McCoy, Savannah, Mo.

Other winners of college grants were:

—Jeanne M. Brooks, daughter of Edgar R. Brooks, East Chicago, Ind.

—Donnetta S. Gifford, daughter of Donald Gifford, Lebanon, Ind.

—Jeffrey R. Harder, son of Ray Harder, Calumet City, Ind.

—Michael Hielscher, son of K. D. Hielscher, Gary, Ind.

—John Nauta III, son of John Nauta, Jr., Gary, Ind.

—Thomas J. Richler, son of Joseph M. Richler, Dolton, Ill.

—Patricia Roberts, daughter of Wayne Roberts, Hammond, Ind.

—Jan C. Shafer, daughter of Jay R. Shafer, Gary, Ind.

—Rick Strickland, son of B. Clay Strickland, Lowell, Ind.

—Steven Szambaris, son of Alphonse Szambaris, Dolton, Ill.

—Mary Margaret Whitworth, daughter of Frederick Whitworth, Gary, Ind.

New Scholarship

Representatives of Teamster Local 995 in Las Vegas, Nev., are shown presenting the $500 Pete Wagner memorial scholarship—named in honor of the late Teamster leader—to Jerome J. Vallen of the University of Nevada. Making the presentation are Mrs. Grace E. Wagner, Bernard Buckley (right), president of Local 995, and Dick Thomas, Local 995 secretary-treasurer.

Napoli Grants Awarded 10 Students

Ten children of members of Teamster Local 404 in Springfield, Mass., recently were awarded college grants under the sixth annual Carmin P. Napoli Scholarship Program named in honor of the local union's president.

Tying for first place in the view of the selection committee were two girls who shared an $1,800 grant. They were Jane Sauter, daughter of Charles W. Sauter, Jr., of West Springfield, and Jane Lataille, daughter of Louis E. Lataille of Wales.

Other winners receiving portions of the total of $5,000 worth of scholarships were:

—Michael A. Cascella, son of Rockwell Cascella of West Springfield.

—Laura Marie Gaston, daughter of Louis G. Gaston of Springfield.

—Denise Irene White, daughter of Marshall T. White of Hampden.

—Anthony P. Skorput, Jr., son of Anthony P. Skorput of West Stockbridge.

—Marita C. Mariana, daughter of Berto C. Mariani of Springfield.

Donna Marie LeBarre, daughter of Francis E. LaBarre of Springfield.

—Kathleen A. Bialy, daughter of Stanley C. Bialy of Holyoke.

Ann T. Dubiel, daughter of Francis Dubiel of Enfield, Conn.

● Jersey Win

Salesmen employed by Cherry Hill Toyota, Inc., of Cherry Hill, N.J., voted overwhelmingly for representation by Teamster Local 676 of Collingswood, N.J., in a National Labor Relations Board election recently, according to John P. Greeley, president of the local union.

DRIVE REPORT

Garnishment Law

22,500 Cases Processed In 1st Year of Law

Workers are getting some protection against excessive garnishment of their wages, thanks to labor-supported legislation passed by Congress last year.

During the first full year of Title 111 of the Consumer Credit Protection Act, the Department of Labor has participated in more than 22,500 informal actions involving wage garnishments.

In fifty-six cases, workers had been illegally discharged in violation of the Federal Wage Garnishment Law (Title 111) which became effective July 1, 1970.

Lower Wage Brackets

"Most of the people helped were in lower wage brackets because they are the ones more likely to be affected by garnishment," said Joseph P. McAuliffe, Jr., director, Division of Minimum Wage and Hour Standards.

The Federal Wage Garnishment Law protects employees from discharge because of a garnishment against their wages for a single debt and guarantees them at least $48 of disposable earnings in a week before any deduction for garnishment may be made.

If an employee's disposable earnings are more than $64 a week, no more than one-fourth of those earnings may be garnisheed.

Guidelines

Disposable earnings is the amount of income remaining after deductions for federal taxes and Social Security, and for state and local and unemployment insurance taxes.

McAuliffe said: "Several precedent-setting court decisions relating to the law were handed down during the year. They will serve as guidelines for more vigorous enforcement by our compliance officers from now on."

Ways and Means

Rep. Mills Sends Tax Packages To Full House; Eyes Health Care

Rep. Wilbur D. Mills, (D-Ark.), says he expects the House to overwhelmingly approve the tax reduction package his Ways and Means Committee has just completed. He urged the Senate to speed it to President Nixon's desk at an early date.

Addressing a joint session of the general assembly in Rhode Island, Mills also said he wants the Senate to approve the massive welfare reform bill that has cleared the house.

President Nixon asked for a year's delay in the effective date of welfare reforms, Mills noted, "and I hope inaction in the Senate on it will not further delay the enactment and implementation of this much needed program." A one-year delay would mean the welfare program would become effective in July, 1973.

Revenue Sharing

On Nixon's program for sharing revenue with the states, Mills said the program has "glaring inequities, inadequacies and fallacies" which would have to be resolved before he could accept it.

Any revenue sharing program that would get his approval, he said, would have to be "temporary" to aid specific programs of the highest national priority.

The Ways and Means Committee will consider a new National Health Insurance Program, but will not finish a bill this year, he said.

Health Care

He said public hearings starting next month will be completed this year and the panel will write a new health program next year, including savings to states through a revision of the medicaid program to needy families.

Get Registered

Mrs. Josephine Hoffa, national president of DRIVE Ladies Auxiliaries, is urging DRIVE chapters throughout the nation to begin their registration drives for the 1972 elections. Mrs. Hoffa asks Ladies Auxiliaries to proceed as always registering voters over 21 years of age, and to pay particular attention to the newly enfranchised 18 to 20 year olds who will be voting for the first time in the 1972 general election.

Financial Aid Proposed for Transportation

A measure has been introduced in Congress to provide financial assistance to the nation's trucking firms, railroad companies and water carriers.

Submitted by Sen. Vance Hartke (D-Ind.), the bill would make it possible for transportation companies to get loans and loan guarantees, reform their taxes and incentives and modify existing industry regulations.

$5 Million

Altogether, the bill provides that up to $5 billion in loans and loan guarantees would be made available to improve transportation services that do not have access to needed private financing.

The measure also would require states to use up to 5 per cent of their federal highway funds to improve grade crossings and restore investment tax credit on expenditures used to modernize and improve facilities.

Chamber's Answer To Freeze

The U.S. Chamber of Commerce has come up with its conclusion about what should be done when the 90-day wage-price freeze comes to an end.

In an editorial published in the September, 1971, issue of *Nation's Business*—official magazine of the Chamber—it was suggested to readers that "serious consideration should be given to root causes" of the economic dilemma facing the United States:

"The excessive union power that breeds cost-push inflation.

"The excessive government spending that creates inflated dollars.

"The excessive restrictions that restrain the competitiveness of American business."

In other words, says the U.S. Chamber, everything will be all right if unions are scuttled, if government stops spending, and if big business is given freedom to run amuck in the marketplace.

Theory Has Holes

Congressional Study Decides Conglomerate Success Doubtful

A 2-year study just completed by a House anti-trust subcommittee has found that many companies merged into conglomerates lose their efficiency as a result.

The staff report concluded that the theory of diverse companies being brought under one umbrella of management has some holes in it because such firms do not necessarily become more stable or more profitable.

"In most instances," said the report, "the acquired companies operated less efficiently after acquisition."

Only seven of 28 companies studied in detail achieved higher profitability ratios after joining a conglomerate.

While the report came up with no recommendations for legislation of any significance, it did mildly suggest that the law be changed to require "significantly greater financial disclosures" of the various components of a conglomerate.

The reason for the need for more disclosure is that consolidated financial reports make it impossible to determine the true value of conglomerate stock.

Originally, the study was set up to determine whether there was any validity to the fear that the merger trend in American industry would eventually leave control of the economy in the hands of a few giant corporate enterprises. The only point made by the survey on this subject was that the motive for merger has been financial rather than efficiency of production.

The big conglomerate merger trend that saw thousands of companies gobbled up during the 1960's came to a slow halt last year as a result of tight money and the stock market decline.

But the reasons for merging have not been eliminated, the report notes, and a resurgence in mergers can be expected should securities markets conditions become favorable again.

A handful of congressmen have favored writing legislation that would define the limits of the size a conglomerate could attain without heading into the area of anti-trust action. The subcommittee, however, took no official position in this regard which meant that the 2-year study will simply go into the files as another forgotten staff report.

About the only rein on conglomerate growth is that spelled out in a court case which ended with a landmark consent decree.

Compulsory Settlements Supported

Spokesmen for the lumber and retail industries testified before Congress with figurative tears in their eyes that they supported President Nixon's proposal for imposing settlements in "national emergency" transportation disputes.

House Commerce Subcommittee members were told that the lumber and retail industries favored the plan reluctantly. In the same breath, the spokesmen urged that their own industries be allowed to continue under free collective bargaining.

Speaking for the American Retail Federation, George C. Smetana told the congressmen that any transportation dispute decision should be left to a 3-judge federal court with the right of appeal to the Supreme Court rather than to an independent board.

Another witness, Ralph W. Kittle of the Forest Industries Council, recommended that Congress outlaw selective strikes such as those in the railroad industry last summer.

Drivers Gain From New Law In California

A new law passed by the California legislature and signed by Gov. Ronald Reagan will be a boon for professional drivers when it goes into effect 90 days after the assembly adjourns.

Under the new law, employers must pay the cost of the physical examination that an employee must take to qualify for the Class I or Class II California driver's permit.

In addition to the money savings, the statute is interpreted as contributing to the furtherance of highway safety.

A DRIVE Commentary

Full Representation Means Political Action

Historically, one of the great questions which has faced man as he has sought to advance civilization—and particularly since he has found himself becoming increasingly industrialized—has been the question of how shall he allocate the nation's wealth? Many economic systems have been devised from the fuedal system with its land barons, to the mercantile system with government monopolies, to capitalism with its dynamics of supply and demand, to socialism with outright ownership of the means of production. All of these have been an attempt to solve the grueling question of the distribution of wealth.

Under capitalism, man began with the theory of self-adjusting markets and has since learned that markets are not self-adjusting, that there are certain non-competitive factors which destroy the balancing of markets, and consequently create inequities. Therefore, U.S. capitalism has been amended to allow for two significant developments.

The first development was anti-trust legislation which was designed to help relieve the effects of the aggregation of wealth and the disparity between competing components within an industry, which are symptomatic of monopolies. The second development was the formation of labor unions in capitalist society.

In the early beginnings of the capitalist system, labor was considered to be one of the few flexible economic inputs into a productive structure. While the cost of land, the cost of capital improvements, and the cost of raw materials was relatively fixed or beyond the control of management, labor cost was not. Consequently, any fluctuation in the profits of an industry was compensated for by a corresponding cut in the rate of pay for the employee.

Prior to labor organizations being sanctioned by law, there was no way the employee could compete on anything like an equal basis with his employer.

Theoretically, a labor market will adjust itself. If the price of one's labor in an area under one employer is too low, then another employer will offer higher wages and the employee will change jobs. Obviously there are some very basic flaws in this theory.

Number one, there is just not that much mobility among individual employees. Secondly, there is a desire to remain where one is, if at all possible. It is not human nature to be speculative and be willing to disturb family and social structures to pursue job opportunities. Also, it is a very expensive process to move from one place to another. The point of this is that there is no such thing as a genuinely competitive labor market which will adjust itself.

Consequently, the labor organizations have played a significant part in making the capitalist system a viable one. Collectively, employees can demand that their efforts be adequately compensated.

The decision to have labor organizations was a political and a social decision. It is indeed a political and a social decision which determines the character and the nature of any major social institution; a labor organization is a major social institution.

It has been some time since the basic role of a labor union has been significantly challenged. However, the basic relationship between labor organizations and employers and the relationship between labor organizations and society are being drawn to sharp focus.

The issue becomes: "What shall we as a society allow a labor organization to be?" Will it be a narrow institution which serves as only a small facet of its members' total needs? Will a labor organization be restricted so it can attend only to questions relating directly to an employee's wages or conditions of employment?

Within the last two years, there have been several occasions when legislation has been proposed which would prohibit any activity on the part of a labor organization not related directly to questions about wages, hours, and conditions of employment. Such legislation brings into sharp focus an inquiry as to whether or not a labor organization should participate in national legislative and political processes on behalf of its members.

Some say that labor organizations should only attend to those problems which relate to its members' jobs. Are they correct?

Sometimes a question is best answered with another question. What good is an increase in salary if an income-tax system favoring large corporations and super-rich individuals takes it right back? The answer is obvious and makes the point that effective representation of union members cannot stop at the bargaining table.

How the country is run is determined politically. Therefore, those with no hand in determining who the politicians are, and those with no way to effectively communicate with politicians, are seldom beneficiaries of the political structure, unless by accident.

Historically, labor organizations and labor union members have not been passive insofar as politics is concerned. As a matter of fact, they have been quite active and quite effective. As has been pointed out before, labor unions achieved legality through laws passed by yesterday's politicians. The mere fact that this legislation became the law of the land is a demonstration of the political significance of organized labor.

The 1930's, 1940's even the 1960's, were simplier times. Labor and management negotiated together and reached agreements with little outside interference. Now things are very different.

Technology has mushroomed the complexities of the issues that men must resolve. What might be even more significant, business and labor are regulated closely by the government, which means politics. With this incursion of the government into business and labor and into the relationship between business and labor, there is a third ingredient in the collective bargaining stew. The economy is more and more a regulated economy. This trend has no end in sight.

Organized labor has not fully matured in the area of political activity. A slackening of the political involvement by organized labor and its members is not appropriate, regardless of the maturity and accomplishments of labor at the bargaining table.

Efforts of organized labor in the political field must be doubled and redoubled, and its commitment as an institution to the complete representation of its members on all levels must be achieved.

SPOTLIGHT ON Legislation and Politics

- **Defense Agnew**

  The New York Times reported recently that President Nixon has privately admonished members of his Administration to speak out in defense of Vice President Spiro Agnew's performance in office. The President's public praise of Agnew, however, has been sparse and restrained of late.

- **51st State Campaign**

  Rep. Bella Abzug, New York Democrat, is spearheading a drive to make New York City the 51st state. Abzug, who wears a "Free New York" button, has filed petitions bearing the names of 55,398 persons who say they want New York City to become a state. If the petitions are found valid, the statehood question would be put up to a referendum vote.

- **Goldwater Nixes Reagan**

  Republican Sen. Barry Goldwater of Arizona says California Gov. Ronald Reagan will not run against Nixon if the President seeks reelection next year. Goldwater says conservatives such as Reagan "are not available for any kind of party-wrecking adventure . . ."

- **Justice Department News**

  Washington reporters assigned to the Justice Department maintain a sign on the wall that refers to the number of days it has been since Attorney General John Mitchell last held a news conference. The tally—now in the 200's—is updated daily.

- **18-year-old Vote**

  Recent newspaper surveys increasingly show that newly-enfranchised 18-to-20-year-old voters will move more toward the Democrats than to the Republicans. Youngsters are reported favoring the Dems in New York, Pennsylvania, Maryland, Delaware, New Mexico, Nevada, Arizona, Oklahoma, California, Oregon and North Carolina.

- **Minimum Wage Chilled**

  One result of the wage-price freeze has been the temporary shelving in the Senate of plans to legislate a higher federal minimum wage. Harrison Williams, chairman of the Senate Labor Committee, says plans to draft a minimum wage bill probably will be postponed until Congress knows what will happen after the freeze ends November 13th.

- **Attica Prison Aftermath**

  The orgy of killing at Attica prison in New York is certain to have political repercussions. New York Gov. Nelson Rockefeller, New York City Mayor John Lindsay and President Richard Nixon all got into it in one way or another. Five post-uprising investigations will help stir the boiling pot.

- **Governors Squabble**

  The 63rd annual Governors Conference in Puerto Rico was marred by partisan squabbling over the President's economic plan. The meeting also displayed a marked degree of jitters in the face of the upcoming election year.

- **Four Senators to Leave**

  Four members of the U.S. Senate have announced they will not seek reelection next year: Fred Harris of Oklahoma and Clinton P. Anderson of New Mexico, Democrats, and Len Jordan of Idaho and John Sherman Cooper of Kentucky, Republicans.

- **Surprise of the Month**

  President Nixon is reported as having told his White House associates that there will be "a surprise a month from here to election" in 1972. The purpose will be to maintain his political momentum.

- **Changing Court**

  The retirement of Supreme Court Justice Hugo Black is expected to have a profound effect on the court. The reason is that whoever President Nixon picks as Black's successor undoubtedly will shift the balance from what has been called the "Warren Court" and turn it into a "Nixon-dominated Court."

- **Money Talks**

  Conservationists and pollution fighters were astonished when Connecticut Gov. Thomas J. Meskill named Dan W. Lufkin, millionaire investment banker, as the first commissioner of the state's new Department of Environmental Protection. The department will deal with the preservation of natural resources and is charged with setting and enforcing standards for abatement of all forms of pollution.

For Your Information

● National RTW Advocate

Proof anew has been offered to show that many, if not most businessmen, view so-called "right to work" laws as a gimmick for holding down wages.

Wilson S. Johnson, president of the National Federation of Independent Business, recently wrote a letter to President Nixon in which he stated:

"In view of the fact that charges for labor are a major component of small business . . . more than five million independent business people see as a solution to this problem enactment of a national 'right to work' law."

● Military Motels

The armed services are going into the motel business to ease the housing problems of transferred servicemen and their families.

Motel facilities have either opened or are under construction or planned at 62 bases throughout the United States to ease the lack of adequate family housing.

Motel and hotel owners are complaining about the unfair competition which they fear may force them out of business.

● Electricity Production

Scientists estimate that over the next 20 years the production of electricity by nuclear power plants throughout the world must increase at least eight-fold to keep up with needs.

There currently are 102 reactors in operation around the world with 131 more power reactors under construction. In 1955, there was only one atomic power plant in operation.

● Sea Water Beets

Two scientists in California say they have successfully grown ordinary table beets in full-strength sea water.

Furthermore, the scientists claim, the sea water beets taste sweeter than those grown in fresh water.

The achievement is part of a study on methods of increasing the world food supply.

● Welfare Costs

The United States spent $16.3 billion on welfare for 14.3 million people last year, according to a late September report by the Department of Health, Education and Welfare. Welfare costs for 1970 totaled $12.9 billion.

Average monthly payments to people on welfare increased from $47.20 in June, 1970, to $49.30 in June, 1971, said HEW.

Eleven states have cut welfare aid recently and reduced the number of people eligible. They include: Alabama, Arizona, Delaware, Georgia, Kentucky, Louisiana, Nevada, New Jersey, New Mexico, New York and Washington.

● Motor Vehicles

The Department of Transportation anticipates that motor vehicle registrations will total more than 112 million by the end of this year.

If the figure comes true, it will be a new high in registrations. Passenger car registrations are expected to reach more than 92 million for a 3.1 per cent increase over last year.

California leads in vehicle registrations. New York and Texas are tied for second place.

● Flexible Starters

The New York State Motor Vehicle Department has launched a program that officials say has caught on well, produced more work and improved morale.

The 1,500 employees of the department are given the leeway to come to work at whatever time they want to between 7:30 a.m. and 9:30 a.m., but still must put in a seven-and-a-half hour day.

Besides better morale and increased efficiency, officials say annual savings are expected to amount to $50,000 because tardiness has been wiped out.

● Half-Dollars Returning

Fifty-cent pieces were not produced at all last year but this year the U.S. Mint has stamped out more than $150 million worth of four-bit pieces which are receiving a good reception.

The rise of inflation and increased use of vending machines encouraged the mint to gamble on a new-found popularity for the fifty-cent piece.

So far it has worked out well and the gambling interests in Nevada are especially happy about it.

● Bicycle Fad

You're not with it anymore if you don't have a bicycle to ride around after work, or in some cases, to work.

The newest fad in the United States is bicycling and it is estimated there are now 67 million bicycles in the country.

In most major metropolitan areas, bicycle retailers are unable to keep up with the demand. One merchant in Washington, D.C., had a shipment of 50 bikes come in and sold them all within an hour of opening his doors.

● Warehouse Complex Sold

Freeport Center, Inc., the huge, 635-acre warehousing and distribution center at Clearfield, Utah, has been sold to an eastern investment group that has not been identified. The purchase price was $15 million.

Once a naval supply depot, the Clearfield installation has some 60 manufacturing and warehouse tenants that employ about 3,000 workers.

● Industry Explores Scouts

Big business has begun to move in on the Boy Scouts of America as U.S. Steel and other large companies "sponsor" so-called explorer groups of Scouts.

The new corporate-style scouting is done through gatherings of youngsters hosted by scores of large companies which apparently think of the Scouts as a future supply of personnel.

In many cases, companies provide expert speakers geared to reach high-school age boys enrolled in the BSA explorer division that was created in 1968.

● Neon Sign Restrictions

The City of Denver, Colo., recently changed its sign code to tame neon signs considered a major source of urban eye pollution.

The code ultimately will force removal or modification of more than 23,000 of the approximately 25,000 neon signs in the city.

Flatly prohibited are free standing signs exceeding 32 feet in height and also signs that project from the building.

● Insurance and the Freeze

Life insurance companies, vexed about the wage-price freeze, already have begun feeding propaganda to newspaper business writers to spell out how rough the freeze is on the industry.

All fixed-dollar benefit programs were affected by the freeze and the companies claim that in just a few days it wiped out sales of group life, health and pension plans.

The *Wall Street Journal* quoted one life insurance official as saying: "We sell the only commodity that's now banned."

● Pure Water Failure

The Nixon Administration's pure-water program requiring federal permits before industrial waste can be dumped into navigable water is not meeting with much success.

Some 50,000 companies using navigable waters were supposed to start filing data for their permits beginning last July 1st. However, only 15,000 firms have complied to date.

The Environmental Protection Agency says it will ask the Justice Department to prosecute delinquents.

● Record Corn Crop

The Agriculture Department says this year's corn crop is expected to total more than five and a quarter billion bushels to set an all-time record.

The crop this year is 28 per cent above last year's blight-stricken yield. The previous corn record of more than 4.7 billion bushels was set in 1967.

Looking at all crops combined, the Agriculture Department said total U.S. crop production this year will be an estimated 11 per cent over last year.

● 'Institutionalized Cowardice'

Ralph Nader, consumer advocate, speaking at a convention of insurance agents, accused the insurance industry of "institutionalized cowardice" and urged it to stop insuring unsafe cars and facilities used by the public.

Nader asserted that insurance companies have been "sitting on their statistics" and are lax in reporting unsafe conditions to the public.

He added that the industry should get into the mainstream and develop safety and health programs to protect consumers.

● New FBI Building

The new nerve center for the Federal Bureau of Investigation, now under construction in Washington, D.C., is expected to be completed in 1974.

When Congress appropriated the initial $11.3 million five years ago to start the project, the estimated total cost was $60 million. The government already has sunk $102.5 million into the building which will occupy an entire block across the street from the current FBI headquarters.

When completed, the building now under construction will be the single largest structure in the District—bigger than the Rayburn House Office Building—at 2.5 million square feet of space.

● Medical Labs

The medical laboratory business has become one of the most profitable in the health industry as the use of computers and newly discovered multiple testing and diagnostic techniques have come to the fore.

Medical lab revenue has soared from $1.5 billion in 1965 to an estimated $4 billion in 1970 and could hit $7 billion by 1975.

WHAT'S NEW

Turbine Engine

The first general production models of a gas turbine truck engine are now rolling off the production lines in Detroit. The first sixty turbines to be produced are designated for installation in twelve trucks for on-highway use, three in construction vehicles and eight in highway coaches.

The milestone feature of this event in the evolution of the turbine engine is the fact that this marks the end of prototype development and the producers are now into the stage of finding out what problems they will encounter in mass production.

The new engine will combine 325 horsepower with the weight advantages of turbine power.

Widespread use of the turbine engine to power highway vehicles will be the true test of turbines. The manufacturers are toying with some ideas on ways to put the by-products of turbine power to use as well. Some ideas tossed around are the use of the high compression provided by turbines to power auxiliary loading devices or for the diversion of turbine-generated heat for heating certain cargoes.

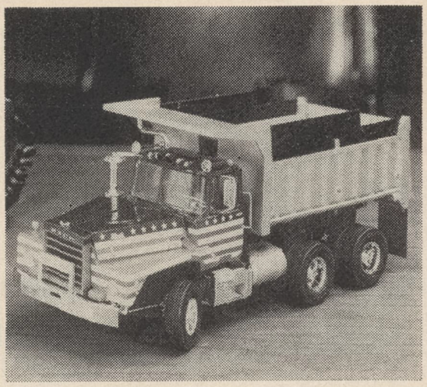
Spokesmen for the turbine researchers indicate that one of the early applications of the turbine will be in use in highway coaches. "The low vibration and noise level, odorless exhaust of the engine, make it particularly appealing for buses," he said.

Maintenance engineers are also anxious to see the early turbines pass the early tests of development. They cite the advantages both economic and physical of low cost maintenance and reduced down time because of the simplicity of the turbine.

It is generally accepted that the absence of a cooling system, lighter weight transmission, lack of vibration and easier cold weather starting; will all combine to make the turbine the most highly desirable power source around in the very near future. The quicker that these potential advantages are realized, the better for everyone connected with the trucking industry.

●

Truck Model



The world's largest diesel truck producer is now offering scale models of their characteristic dumper/mixer chassis, which they state is authentic in every detail.

The model kit features the V-8 engine, opening hood and fender assembly, movable front axle, complete cab interior, ten heavy duty tires and many other fine details.

The manufacturer is offering the equipment at all general sales and parts centers.

In addition to the model illustrated in this article, there are models of the dump body, cement carrier and gravel trailer also available.

●

Surfacing Material

Concrete flooring can be repaired oevrnight with a new surfacing material currently being produced.

The new material will stand up to shock and abrasion and, according to the manufacturer, will be ready for the toughest of punishment on the day following its application.

●

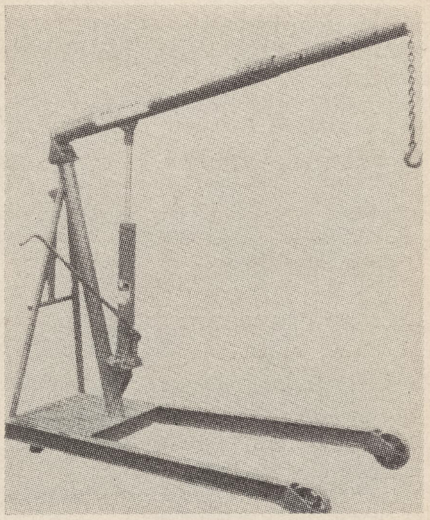
Hand Masker

A quick dispensing device which could prove handy for home paint jobs is available from a western manufacturing firm. The device is capable of dispensing paper and tape simultaneously in widths from three to twelve inches.

A convenient handle holds the paper or tape where it is needed and makes one-hand operation possible.

●

Portable Crane



Available in several different models and sizes, these heavy duty, portable, hydraulic cranes are being offered to commercial users.

The cranes come in capacities ranging from 500 pounds to one ton and prove useful in practically any automotive operation. The manufacturer claims a pronounced cost advantage for operations with a need for this type of equipment.

●

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Is She Deductible?

The taxpayer wrote the Internal Revenue Service: "I invested several thousand dollars in a young lady, trying to negotiate a marriage. But at the last moment she ran out on me. Now, since my tax position is worsened (I can't file a joint return) can I deduct those expenses as a business loss or maybe as a bad debt?"

Sick Leave

A young man was being interviewed for a job. "It says here you left your last spot because of illness," said the personnel man. "What was the nature of the illness?"

"I dunno," replied the boomer. "They just said they were sick of me!"

False Courage

A dentist says that some time ago this man and woman came into his office.

"Listen," said the woman. "We're on vacation and we're just passing through here. I want a tooth pulled. I don't want gas because I'm in a big hurry. Just get your pliers or whatever you use and reach back there and get hold of it and yank it out and we'll pay you and be on our way."

The dentist was impressed. "You certainly are a courageous woman. Which tooth is it?"

The woman turned to her husband and said, "Show him the tooth."

Pay for Results

The doctor called his patient and protested angrily: "That check you gave me has come back!"

'So what?" replied the patient. "So has my arthritis!"

Sinking the Fleet

A lawyer complained to the marriage counsellor that the reason his marriage was going on the rocks was because his wife was so immature. "Would you believe it . . . every time I take a bath she comes in and sinks all my boats!"

Gentle Persuasion

Two men went after the same cab. After a short discussion one of them returned to his wife at the curb.

"Why did you let him have that cab?" she asked.

"He needed it more than I did," replied her husband. "He was late for his karate class."

Get Specific

Personnel Manager (interviewing new job applicant): "What have you done?"

Job Applicant: "About what?"

Convinced?

The restaurant operator was happy. "For four months I was convinced I was a fox terrier. But I went to a psychiatrist and he cured me!"

"How are you now?" asked his friend.

"Wonderful!" he exclaimed. "Just feel my nose!"

Junk Yard

Motorist: Where do you get auto parts around here?

Native: At the railroad crossing.

Passing the Buck

A prim little old lady was telling her friend about the awful shock of finding two empty whiskey bottles in her garbage can.

"You can imagine my embarrassment," she said. "I got them out fast because I didn't want the garbage man to think I drink."

"What did you do with them?" asked her friend.

"Well, the minister lives next door," was the reply, "so I put them in his garbage can. Everybody knows he doesn't drink."

Sound Logic

Little girl showing report card to frowning father: "I could have gotten more A's—but you know how men feel about intellectual women."

Sudden Fame

"I found out my phone conversations are being recorded," the hippie exclaimed anxiously.

"Great, man!" said his friend. "On what label?"

Failure to Communicate

Two men went duck hunting. They crouched in a small clump of tall grass waiting for the birds to appear.

"Duck!" said the first.

"Where?" said the second, as he stood up in time to be shot in the neck.

FIFTY YEARS AGO

in Our Magazine

Vol. XVIII *(From the October, 1921, issue of the TEAMSTER)* **Number 10**

Construction of Warships in England Contributes to World Suspicion

"The building of battleships will never help our unemployed," declared John Hill, general secretary of the United Society of Boilermakers and Iron Ship Builders of Great Britain.

In a recent message to union workers in the United Kingdom, Hill declared that the building of warships only tends to increase international suspicion, reduce trade and wastes effort that could be spent on the building of merchant marine ships.

Citing the insanity of war preparations during a time of peace, the labor leader called for an end to competition between nations for armaments—a competition which he said "can only end in one way—war."

"This government is controlled by big business. Big business is not national by any means. It is international.

"British shareholders will sing 'God save the King' and hoist the Union Jack. The American shareholders will sing 'Yankee Doodle' and hoist the Stars and Stripes," said Hill.

"Each will be the most bigoted patriot in his own country and curse the blasted foreigner yet at the annual dividend meeting of their international company they will drink and laugh and smoke together as they divide profits out of the ammunition they sold to all nations to destroy each other."

He said that the world is in the hands of "hard-faced men" who tell us that they "must have unemployment because it is the only way to break down wages and break the spirit of workers.

"We shall abolish unemployment more easily in peace than in war," said Hill. "And the productivity of peace means actual increases in the wealth of a nation and its people."

Biography of a Labor Dispute

It is a generally accepted practice that labor leaders try to base every decision on the merits of that particular case and not on tradition. Recent events in the coal industry in the city of Boston illustrate the fact that we have yet a long way to go in protecting our members from the contrivances of employers.

A graphic example of the problems of union representation is contained in the situation faced by our coal drivers. It seems that the coal distributors came up with a scheme recently to reduce coal drivers wages in this city by $4.00 per week. The Boston local is one of the oldest in our organization, founded originally by the Knights of Labor, and has never endured a strike.

The men reacted as any good labor men would when faced with the prospects of a wage cut—they rebelled. The General President was advised of the developments of this situation and decided to make sure that any action taken by these men would result in a betterment of conditions for them.

Taking into account the fact that coal operators can be notoriously ruthless during the warmer weather when there is very little need for coal drivers anyway, the General President advised the men through a spokesman to stay on the job. Sending a message to the operators, the Teamsters offered to take the matter to arbitration. And, as a result of this move, we were able to at least secure a reduction in the cut from $4.00 to $2.00.

There have been cases of unions faced with the same situation who have taken strikes on similar issues only to find themselves too weak to take on their employers. Our approach in this situation, provides at the very least for the men's job security in the hopes that we will someday gain the strength to take these employers to task for such activity.

In this world of hard reality, we understand that an ill-advised action, regardless of the question of justice, can sometimes do more harm than good. This was just such a situation.

Missouri Judge Urges Justice For the Poor

Lashing out at the structure of this nation's court system, Judge Ewing Cockrell, of Missouri, recently took the courts to task for being "unbusinesslike and needlessly expensive."

The justice criticized the system for what he described as favoring the rich and neglecting the poor, "who have the greatest need for justice."

"We have the best judges and courts for a very few," said Judge Cockrell, "but they have the most money and are in the least need of justice."

Living Costs Rise Again In 15-Cities

The high cost of living once again contradicted the wishes of management throughout the nation when the Bureau of Labor Statistics recently revealed the latest statistics on the retail cost of food items in fifteen major cities throughout the nation.

According to the Bureau, the retail cost of food in the period July 15 to August 15 in fifteen major cities increased on the average of 2.4 percent.

According to the Bureau, the cities which were included in the study represent average conditions and are an accurate reflection of the conditions prevalent throughout the country. The Bureau added that the trends unearthed by these figures point towards an increase in overall food prices rather than the decrease being projected from other sources.

Loophole Aids Profiteers

Federal plans to prosecute war profiteers have been endangered by the intervention of a statute of limitations on the crime. U.S. Attorney General Daugherty, charged with prosecuting violations of war-time contracts, has expressed the belief that it will be impossible to secure legislation extending the statute of limitations in the time before the limit on prosecution takes effect this year.

Authorities are of the opinion that prosecutions not filed before the November 11th date would be nullified by the three-year limit.

Get a Withdrawal Card From Your Local Union When Leaving the Craft

When You Move Notify Your Local Union of Your New Address

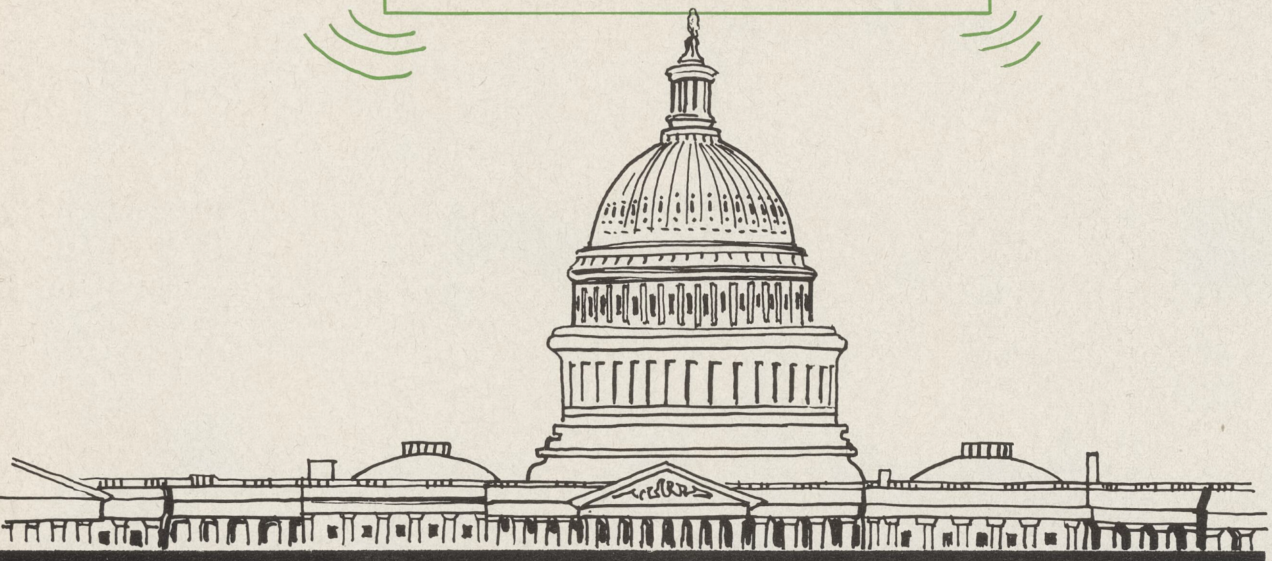
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

NOVEMBER 1971

Pay Board Sworn in at White House . . .

See Page 9

THE MONETARY SYSTEM



LABOR'S PLACE IN HISTORY

THERE WAS a rash of speculation in the newspapers not too long ago about "paper gold"—heralded as perhaps one of the answers to the world's economic problems.

The occasion was the Washington, D. C., meeting of the International Monetary Fund. Financial big-domes from 118 nations took part in the week-long session. They included dozens of ruling bankers and finance ministers. Their goal: To stave off the growing possibility of a world-wide depression by stabilizing the monetary system around the world.

"Paper gold," a nickname for Special Drawing Rights (SDR), was the hopeful password at the meeting. SDR's were devised in the early 1960's as a man-made reserve asset to take up the slack in the world's gold supply already stretched paper thin. SDR's, backed by the wealth and good faith of the major nations, have now come into their own as acceptable money. Some $9.5 billion worth were created by the Fund for the 3-year period of 1970, 1971 and 1972.

The creation of "paper gold" does not lessen the value of money. Rather, it is an acceptable medium of exchange at the highest level of finance. To be better understood, it probably should be thought of as a kind of super credit. SDR's are acceptable because there is international faith in their value.

Real gold backing the money of a given nation is not the reason the money has value. It is the belief in the worth of the money by the people who use it that gives it value. Tobacco, beads, furs and dozens of other things have been accepted as money through the ages—something of value to be used in purchasing something else of value.

So the creation of SDR's is no threat to the value of the American dollar, the British pound, the Russian ruble, the French franc or the Spanish peso, or any other money. This is especially true so long as the International Monetary Fund is able to maintain world-wide monetary stability.

The real threat to money comes from another direction and can have as much effect on the wage earner as on the banker. That threat is the state of the world's economy which, from all indicators, is entering a period of lessened overall growth in which there is increasing universal concern over problems of activity and employment.

This was why, as the International Monetary Fund opened its meeting, the British chancellor of the exchequer voiced the thoughts of the representatives from all 118 nations when he said: "To the outside world, our discussions here this week must often seem theoretical and esoteric. And yet we know that our decisions vitally affect the employment and the well-being, the happiness or the misery, of millions of people throughout the world."

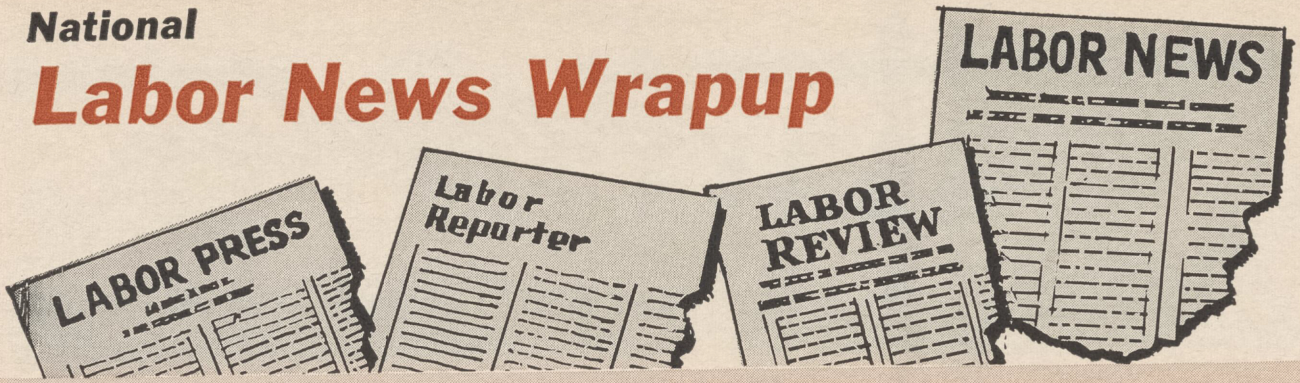
He was talking about chronic economic problems in every major nation. Part of the problem is private growth. Spread over the world today are more than 100 multi-national corporations with a gross income far in excess of the budgets of many countries.

The corporate giants—almost a power unto themselves in many instances—are obsessed with new technologies and capital. They continue to grow by leaps and bounds. They have come to overshadow, financially speaking, dozens of small nations experiencing the miseries of over-population, hunger and mass unemployment. It would not be inaccurate to describe this corporate power as the tail wagging the dog of some national budgets.

Discussing the prospect of a world-wide depression in an editorial last October 28th, the *Wall Street Journal* put a finger on the pulse of the problem: "If every nation insists on trying to enrich itself at the expense of its neighbors, the result will be that world-wide depression."

National

Labor News Wrapup



DENVER, COLO.—Martin J. Ward was elected president of the Plumbers and Pipefitters by unanimous action of the union convention held recently in Denver.

LAUREL, MISS.—Woodcutters employed by the Masonite Corp., plant in Laurel charged recently that the company was making up for the price freeze by cutting wages. The cutters refused to deliver wood to Masonite's hardwood plant.

TORONTO, ONT.—The International Typographical Union has ended its 7-year strike against three daily newspapers in Toronto. The dailies hired strikebreakers to replace printers and mailers.

MARLBORO, MASS.—Nearly 2,000 workers representing 20 per cent of RCA's workers employed in the corporation's computer systems production have been fired as a result of the company's plan to quit the business of manufacturing general purpose computers.

WASHINGTON, D.C.—The Labor Department projects that railroad jobs will dwindle by 1980. Railroad clerks are expected to decline nearly 5 per cent, conductors will decrease by nearly 3 per cent.

ANN ARBOR, MICH.—A conference on faculty collective bargaining at the University of Michigan concluded recently that unionization of professors and instructors at more state colleges and universities seems inevitable.

WASHINGTON, D.C.—Eight more job areas have been added to the list of cities suffering from substantial unemployment. Their addition now brings to 64 the number of major areas so afflicted. There are 150 major areas on the list.

BAL HARBOUR, FLA.—The AFL-CIO plans a national convention here November 18th to specifically concern itself with President Nixon's post-freeze stabilization plan for wages and other aspects of the economy.

AKRON, OHIO—More than 1 million dollars in back payments was awarded 32 rubber workers recently because of an upper respiratory illness caused by a bonding agent used in the vulcanizing process at a Uniroyal plant.

WASHINGTON, D.C.—Arnold Mayer, legislative representative for the Amalgamated Meat Cutters, is the new secretary-treasurer of the Consumer Federation of America.

PHILADELPHIA, PA.—A 2-day conference, "The Survival of Collective Bargaining," is scheduled November 18-19 at the Wharton School of Finance and Commerce. Labor Secretary James D. Hodgson is listed as a guest speaker.

WASHINGTON, D.C.—The number of young people in the United States workforce has increased greatly in the past 10 years, according to the Labor Department. Workers 16 to 24 years old comprised 20 per cent of the labor force in October, 1970, and totaled some 6.4 million more than in the same month 10 years ago.

NEW YORK CITY—President Nixon named Harry Van Arsdale, president of the New York Central Labor Council, to the National Advisory Council on Economic Opportunity.

WASHINGTON, D.C.—Since 1964, according to the Labor Department, a majority of states have repealed or curtailed the effect of law restricting the number of hours that women may work.

UNDATED—The National Commission on State Workmen's Compensation Laws is holding hearings in several cities to receive views on whether state workmen's compensation laws provide adequate, prompt and equitable systems of compensation.

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume 68, No. 11 **November, 1971**

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**'Know Your Union' Series
Starts with Description
Of IBT Structure**

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The FIELD

Indiana Local Officer Is Heart Attack Victim

Ralph Vonasch, president of Teamster Local 142 in Gary, Ind., died recently after suffering a heart attack in his sleep. He was undergoing treatment at a hospital at the time of death.

A business agent for 15 years, Vonasch became president of Local 142 in 1965 and was reelected to that post three years later.

California Teamster Is 'Woman of the Year'

Esther Harris, a member of Teamster Local 381 in Santa Maria, Calif., recently was named "Woman of the Year" by the Lompoc, Calif., Chamber of Commerce.

Miss Harris, a member of the local union since 1962, works as an office clerk at Lompoc Truck. She was honored for her "unceasing devotion to community service."

Retired Teamster Teaches Skating

Tony Vieira, a recently retired member of Teamster Local 25 in Boston, Mass., has now turned his attention full-time to an avocation he has had through the years: Teaching youngsters how to ice skate.

One of Vieira's most talented students recently signed on with the Ice Capades, touring professional show. Vieira has never charged a fee for his instruction.

Western Leader Retires from Job

John H. Dillon of Teamster Local 601 in Stockton, Calif., has retired as secretary-treasurer of the local union.

Dillon first became a Teamster official in 1945. He also retired from several other posts, including: the presidency of Teamster Joint Council 38; presidency of the California State Council of Cannery Unions, and the policy committee of the Western Conference of Teamsters.

Canadian Teamster Saves Life in Fire

Ted Leeuwenburgh, a member of Teamster Local 987 in Calgary, Alberta, saved a woman's life recently in a fire at Southern Breeders Ltd.

Leeuwenburgh was painting his house nearby when he heard an explosion at Southern Breeders and saw flames develop quickly. He ran to the building and broke through a locked door to rescue Mrs. Doris Seitz who was critically burned. Leeuwenburgh's son, Charles, also was burned in the fire but managed to find safety by himself.

After making certain there were no other people in the building, the elder Leeuwenburgh began to get the stock out of the burning structure and managed to save all but four of 28 animals.

Harrisburg Driver Gets Month Award

Wayne Cromwell, a member of Teamster Local 776 in Harrisburg, Pa., for almost 24 years, recently was named "Driver of the Month" by the Pennsylvania Motor Truck Assn.

Cromwell, a shop steward, drives for Roadway Express and has chalked up 1,185,254 accident-free miles over the road.

Oregon Teamster Heads Health Planning Group

Dale Wineberg, a member of Teamster Local 809 in Portland, Ore., recently became president of the Comprehensive Health Planning Association for the metropolitan Portland area.

The organization is a voluntary, non-profit planning body required by law and receives one-half of its funds from federal grants. The remainder is locally raised.

Every health project in the Portland area which wants federal money has to come through CHPA, prompting Wineberg to comment: "We're taking a tough look at new proposals for hospitals and various plans."

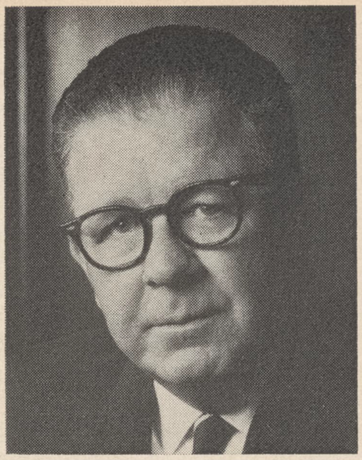
Teamster Honored For Meritorious Act

Carl R. Smith, a member of Teamster Local 773 in Allentown, Pa., was honored by an Allentown police organization and by his local union recently for assisting a New Jersey policeman who was under attack.

Smith, a driver for A&B Meat Packing, came to the aid of an officer downed by a man armed with a wrench. The attacker took the officer's revolver and shot the patrolman in the leg.

The Teamster came to the policeman's aid and subdued the assailant until additional help could come.

Message of the General President



The Member and His Wages

IT MIGHT serve the American public well as Phase II of the Administration's economic stabilization is about to begin, to look at the manner in which wages and prices are arrived at in this country.

An examination of the processes is timely because of organized labor's insistence that wage increases, part of collective bargaining agreements negotiated before the wage price freeze, should be paid.

In actuality, all of these wage increases have already been before a 'pay board,' made up of labor and management representatives. These negotiations have been before public scrutiny, have been reported in the press, have been ratified by the membership, and are part and parcel of bone fide contracts. They are contracts recognized as legal documents.

How does the manner in which union members come by wage increases stack up with the manner in which price increases occur?

Obviously, prices are arbitrarily increased by manufacturers, by wholesalers and by retailers. Many times, prices are increased in advance of labor negotiations, and sometimes are increased afterward, too.

There is no advance notice of these price increases. The manufacturer, the wholesaler, the retailer has no contract with the consumer. He simply charges what the traffic will bear. The only notice the consumer receives of price increases is when he picks a product off the shelf and sees the price tag has been increased.

If this isn't bad enough, there are many insidious ways in which the cost of the product can be increased. An inferior product can be offered for sale. By manipulation of ingredients, prices for products can be increased. Weights and measures have always been a device for increasing prices without pushing up the price tag. And, taxes levied upon manufacturers and retailers are always passed along to the consumer.

Under Phase II of present economic controls, the differences over an entirely free economy are simply these:

Instead of labor negotiating with just management, five public members will sit on the pay board, too. As in the past, labor will be going to the bargaining table, and wage increases—as in the past—will be in full scrutiny of the public.

Under the Price Commission, the spotlight will and should shine on price increases. Depending upon how well the Price Commission operates, the consumer may well be getting a break, if, for example, the Commission cracks down on such insidious practices as cutting down on services and charging the same price.

On page 21 of this issue of *The International Teamster* you will find a report of my proposal for a consumer alert in the area of price increases, and how Teamsters can serve as watchdogs against unauthorized increases.

We have long heard about the public interest in labor negotiations. Now, this nation will get a chance to look at price increases in relation to the public interest. And, the American public should be alert; and, if it is, some of the old myths about the inflationary effect of wage increases will certainly be destroyed.

We in the Teamsters hold to the premise that economic stabilization must work to preserve the economy of the nation. That is why we are cooperating, even though we hold to serious areas of disagreement in the exclusions of some facets of the economy from controls.

We believe that labor's position is based on equity and fairness, and certainly labor's representatives on the Pay Board will be arguing that position. Over the long haul of the stabilization program, the American public may well come to realize that scrutiny of prices and profits is every bit as important to economic stabilization as is the scrutiny of wages which has been part of the American scene from the very beginning.

Frank E. Fitzsimmons

STATE OF THE UNION

The Teamster General Executive Board, shown in session, last month in Chicago. Board members heard an extensive report by General President Frank E. Fitzsimmons on the state of the union, and reports from General Secretary-Treasurer Thomas E. Flynn, the legal department and the International Union legislative department.

General Executive Board Holds Quarterly Session

THE TEAMSTER General Executive Board held its regular quarterly meeting last month in Chicago at which General President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn reported on the activities of their respective offices since the last board meeting.

Fitzsimmons gave an extensive review for the vice presidents on the activities of the Nixon Administration in economic stabilization, and reviewed the machinery set up at the International Union level to keep affiliate organizations informed during the 90-day freeze on wages and prices.

Fitzsimmons is a member of the Pay Board (see story elsewhere in this issue) which President Nixon has named to set standards and guidelines for wages and salaries during the control period.

Additionally, the Teamster General President reviewed International activities in organizing, negotiations, and policing existing contracts.

Flynn gave a financial accounting to board members, and generally reviewed the day-to-day activities of the office of the general secretary-treasurer.

Board members heard reports from both the International Union legal and legislative departments.

Board members approved the award of the John F. English Endowment to Louisiana Tech University, in Ruston, Louisiana. The grant, in the amount of $5,000, was established at the 1966 convention as a tribute to the late general secretary-treasurer of the International Union.

The grant was made for the use of a graduate fellowship in labor economics. Previous John F. English Endowments have gone to Boston College, DePaul University Law School; Georgetown University Law School, and Wayne State University.

Central Conference of Teamsters Holds Four-Day Meeting

Some 514 delegates, nearly 700 alternates and more than 140 guests attended the Central Conference of Teamsters 13th meeting in Chicago, Ill., October 11-14.

General President Frank E. Fitzsimmons delivered the major talk to the closing session. Other speakers on the opening day were: Sen. Charles H. Percy (R-Ill.), Chicago Mayor Richard Daley, and Barry Brown, director of the Michigan Department of Labor.

Work sessions through the 4-day meeting included divisional meetings in: Construction; public service; moving van and storage; food processing; industrial; freight; airline, warehouse; automotive and petroleum; soft drink and brewery; dairy; laundry and bakery.

Meetings also were held for Canadian delegates, Teamster lawyers and Teamster press.

Economic Realities

Fitzsimmons Outlines Facts of Life In Central Conference Address

TEAMSTER GENERAL President Frank E. Fitzsimmons, in a major address to delegates to the 13th meeting of the Central Conference of Teamsters in Chicago, last month, laid the economic state of the nation side-by-side with reality.

Frank E. Fitzsimmons

Speaking of the current government controls over wages and prices, Fitzsimmons said:

"Something had to be done to preserve the economy of this country. What's the use of negotiating a $7 increase at the bargaining table when it costs our members $10 in the marketplace to get the increase?"

Again, speaking directly to the heart of the matter, Fitzsimmons declared that while there had been blame fixing and rhetoric on both sides of the political aisle:

"The fact remains that the Economic Stabilization Act of 1970 is the only legislation introduced into the Congress to control inflation."

Reminding delegates of his original position that controls should be applied to all forms of income—not just wages and prices—the law giving President Nixon authority to implement incomes controls did not include authority to control profits.

Fitzsimmons declared that it is time to put aside pettiness, quit the blame-fixing, and time to sit down and get the job done.

On Phase II, Fitzsimmons declared that he would serve on the Pay Board to protect the Teamster position and because "you can fight a lot better on the inside than you can on the outside."

"I have not forgotten that my responsibility is to the Teamsters," the General President said, "and no one is going to compromise the Teamster position if I have to stand up and fight them all."

Entitled to Increases

Fitzsimmons told delegates, however, that he expects every local union to abide by the decisions of the board once they are made. "If you don't like my position in this regard, tell me now," he said.

On the question of present contracts, Fitzsimmons said that agreements are negotiated fairly and should be adhered to in all degrees. He said he will fight to see that agreements are carried out.

Turning to remarks of Secretary of Labor James Hodgson to the effect that members are entitled to increases already negotiated, Fitzsimmons de-

Fitzsimmons Heads Central Conference Policy Committee

DELEGATES to the 13th meeting of the Central Conference of Teamsters, last month in Chicago, unanimously elected a seven-man policy committee headed by General President Frank E. Fitzsimmons.

In order of their election, the new policy committee members are, in addition to Fitzsimmons:

Harold J. Gibbons, International Union vice president; president of Joint Council 13, in St. Louis; and president of Local 688 in St. Louis;

Roy Williams, International Union vice president; president of Joint Council 56, Kansas City, Mo.; and president of Local 41 in Kansas City, Mo.

Robert Holmes, International Union vice president; president of Joint Council 43, Detroit; and president of Local 337, Detroit.

Ray Schoessling, International Union vice president; president of Joint Council 25, Chicago; and president of Local 744, Chicago.

William Presser, International Union vice president; president of Joint Council 41, Cleveland, Ohio; and president of Local 555.

Louis Peick, International Union trustee; trustee of Joint Council 25; and secretary-treasurer of Local 705, Chicago.

clared that he will argue this position on the Pay Board.

On the question of so-called 'windfall profits,' Fitzsimmons suggested that such profits could well be used to give consideration to marginal and low-paid American workers.

If any windfall profits are made, they should be plowed back into the economy to make jobs for the unemployed and certainly should not be used for more highly automated production lines which would eliminate jobs, said the General President.

Finally, Fitzsimmons declared that unemployment is a major national problem. While maintaining that profits should be controlled, Fitzsimmons said that the Administration feels free profits will provide more jobs.

On this subject, the Teamster General President said that the American public will have a year, before the 1972 elections, to judge the present Administration efforts to control inflation. In November, 1972, he said, the American people can assess the success or failure of economic stabilization and act accordingly in the polling places.

On internal union matters, Fitzsimmons welcomed the younger delegates to the Central Conference meeting, saying that their zeal and excitement for the job adds to overall effectiveness of the union.

He called the recently concluded International Union convention a "great convention," and declared that the constitution adopted by delegates to that convention gives everyone the right to be heard. Fitzsimmons declared that "we will carry on according to that constitution."

Fitzsimmons called the area conference structure the bulwark of defense against attacks on Teamsters, and praised the Central Conference sessions for the manner in which they reexamined present problems to plan for the future.

Fitzsimmons Names Gibbons CCT Director

Teamster General President Frank E. Fitzsimmons has named Vice President Harold J. Gibbons to serve as International Director of the Central Conference of Teamsters.

Gibbons is fifth vice president on the International Union general executive board, is president of Local 688 in St. Louis, and is president of Joint Council 13, in St. Louis.

Call for Hoffa's Pardon

Central Conference Resolutions Point To Health, Peace, Office Terms

DELEGATES to the 13th meeting of the Central Conference of Teamsters, held last month at McCormick Place, in Chicago, passed six resolutions, one—a Tribute to James R. Hoffa—calls upon the President of the United States to issue a full pardon to Hoffa.

The resolution reviewed the contribution of Hoffa to the Central Conference of Teamsters and to the International Union in terms of union strength and gains made for the membership. The resolution noted Hoffa's contribution to benefits received by Central States members, and acknowledged his thrust in bringing about area-wide agreements and the historic National Master Freight Agreement.

Said the resolution: "James R. Hoffa is the proud product of the struggles of the Central Conference of Teamsters in collective efforts to achieve a new measure of dignity and security for our thousands of rank-and-file members. His magnificent contributions to these struggles truly makes him the First Citizen of the Central Conference and his well-being is the concern of all Teamsters.

"Resolved, that this Conference call upon the President of the United States to issue a full pardon to James R. Hoffa with restoration to full citizenship. The justice of his convictions and incarceration has been clouded by the belief that James Hoffa is and remains a prisoner of the Federal government, and his only crime is that he effectively represented the economic interests of the Teamster rank-and-file membership."

A second resolution pledged the support of the Central Conference of Teamsters to work for passage of the National Health Insurance plan encompassed in the Kennedy-Griffiths bill, which in the House is known as H.R. 22, and in the Senate as S. 3.

A third resolution gave endorsement and support for measures in the Congress which would extend the term of office under the law for local union officers from three to five years.

This resolution points out that the longer term for local union officers will directly benefit the rank-and-file by giving newly elected local union officers time to gain experience and expertise. The resolution pointed out that the complexity of our economics and technology require that the working men and women who comprise the trade union movement be represented by a leadership vested with both skill and experience.

Present law limiting terms of office to just three years, the resolution states, encourages that just the opposite happens.

The fourth resolution pledges strong support of the Central Conference of Teamsters for a fully coordinated program for affiliated local unions involved or which may be involved in collective bargaining with Sears Roebuck and Company.

The resolution states that Sears has a long history of thwarting "our efforts to bring security to their employees through collective bargaining. The resolution calls for complete support of the Conference to the objective of equitable labor relations between Teamsters and Sears for the benefit of the company's thousands of employees.

It was resolved that the Conference would seek whatever support is needed to accomplish the objectives from the International Union.

A fifth resolution pledged the support of the Central Conference of Teamsters to the Teamster Labor Institute, a school for local union, joint council and area conference representatives.

The resolution strongly urged all local union officers and representatives of the Central Conference to attend the Institute course of instruction at their earliest opportunity.

The sixth resolution gives Central Conference of Teamsters support to actions and resolutions in the Congress in calling upon the Commander-in-Chief to accelerate the withdrawal of our troops from Vietnam and Cambodia; further, the resolution pledged support to both the Administation and the Congress for "any viable program which redirects our country's resources from war to peace."

Mayor Daley Welcomes CCT Meet

Chicago Mayor Richard Daley voiced a hearty welcome to delegates attending the mid-October meeting of the Central Conference of Teamsters.

Mayor Daley

The mayor drew heavy applause when he declared: "No other organization in Chicago has done more to help people than the Teamsters."

Daley briefly sketched the background of growth in Chicago through the years, noting that it could not have been achieved without the skill and dedication of union members.

He gave tribute to IBT Vice President Ray Schoessling, president of Teamster Joint Council 25 in Chicago, as a driving force that helped make McCormick Place—scene of the Central Conference meeting—the massive convention center it is today. Schoessling is chairman of the commission over-seeing McCormick Place.

Conference Addressed By Sen. Percy

Sen. Charles H. Percy (R-Ill.) addressed the opening session of the Central Conference of Teamsters meeting in Chicago and offered a plug for support of President Nixon's economic stabilization program.

Remarking that "I've never known a time when organized labor did not put national interests first," Percy said support for the President's program to combat inflation was needed from all Americans.

The Senator discussed a wide range of issues pending before Congress, including his advocacy of a proposal to increase the 3-year term of union officers to 5 years under Landrum-Griffin.

Sen. Percy also asserted that a change was needed in public attitudes toward labor and by way of illustration quoted U.S. Grant's statement: "Labor disgraces no man."

Senator Percy

Safety Act Advice Given By Speaker

Central Conference delegates heard Barry Brown, director of the Michigan Department of Labor, give some tips on how to get mileage out of the Occupational Safety and Health Act.

Brown pointed out that standards in the federal law are tough and that states are required to have at least equivalent protective language in their statutes.

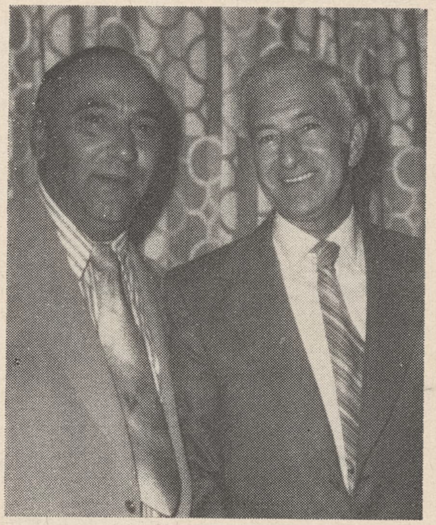
Develop Policy

Brown encouraged local union officers to develop policy decisions on how best to help see that the safety law is properly used for the protection of workers in collective bargaining units.

He suggested that a plan be devised to make certain "walk around" representatives are available for federal inspectors, and also urged that unions establish safety committees so as to keep on top of the situation in a given plant.

Brown also recommended that notices be posted spelling out the major points of the Act as they apply to job conditions, etc.

45 Years on Job



Jap Richardson (right), a member of Teamster Local 377 in Youngstown, O., was feted at a dinner party held in his honor recently after his retirement from National Tea Co., where he was employed 45 years. Shown with Richards is Joseph Sammartino, Local 377 trustee.

Local 315 Wins Ruling At Pure Chem

After nearly two years of litigation and NLRB appeals, Teamster Local 315 of Martinez, Calif., has succeeded in winning its case against Pure Chem Corp., a division of Dart Industries, which manufactures a chemical catalyst.

Jerry Corniola, Local 315 business agent, said the company has resisted Teamster efforts since October, 1969. The local union brought several charges of unfair labor practices against the company. The lengthy dispute at one time included a 2-month strike by the 25 employees seeking to get the company to bargain.

The NLRB order in effect requires the company to restrain itself from interfering with the workers' desire to organize and bargain collectively, prohibits interrogation of the employees, and also prohibits threats or promises to influence any election outcome.

● Three Wins

Teamster Local 35 of Trenton, N.J., won representation elections recently at Hughes of Trenton, Best Block of Trenton and Goodyear Tire Co., of Edgley, Pa., according to Samuel F. Guidotti, president of the local union.

Fitzsimmons Named to Pay Board

First meeting of the Pay Board established under President Nixon's economic stabilization plan was held late last month in Washington, D.C. Teamster General President Frank E. Fitzsimmons is shown second from left. At extreme left is Federal Judge George H. Boldt, of Seattle, Washington. Other labor members, in addition to Fitzsimmons, are AFL-CIO President George Meany, UAW President Leonard Woodcock, Steelworkers President I. W. Abel, and Machinists President Floyd Smith.

TEAMSTER GENERAL President Frank E. Fitzsimmons has taken his place on the tripartite Pay Board set up under President Nixon's economic stabilization plan.

Fitzsimmons was sworn in on the Pay Board at ceremonies at the White House October 27, along with four other members representing labor, five members representing management and five public members.

Federal Judge George H. Boldt, of Seattle, Wash., is chairman of the Pay Board.

In addition to Fitzsimmons, labor will be represented on the Pay Board by AFL-CIO President George Meany, United Auto Workers President Leonard Woodcock, Steelworkers President I. W. Abel, and Machinists President Floyd Smith.

Public members of the Pay Board are Arnold Weber, former executive director of the Cost-of-Living Council; Neil H. Jacoby, UCLA economics professor and member of the Eisenhower Council of Economic Advisers; William Caples, President of the Kenyon (Ohio) College and former president of Inland Steel Corp.; and Kermit Gordon, president of Brookings Institution.

Representing business are Rocco Siciliano, former Under-secretary of Commerce in the present Administration; Virgil Day, General Electric vice president; Robert Bassett, president of Bassett Publishing Company; Leonard F. McCollum, chairman of Continental Oil Company; and Benjamin F. Biaggini, president of Southern Pacific Railroad.

General President Fitzsimmons has named his executive assistant, Weldon Mathis, as his alternate on the board.

Of the activities of the Pay Board, Fitzsimmons said: "The Pay Board is composed of three segments—labor, management and the public. The standards and the welfare of workers—both union and non-union—will be fought for by the labor members."

Fitzsimmons continued that the only way to be effective is to be a part of the Pay Board. Labor cannot be successful, he said, if it does not remain firm in its position.

"We have to fight for the rights of wage earners, remembering the goals of the economic stabilization program which are to slow inflation to two or three per cent by the end of 1972," the Teamster General President said.

Fitzsimmons stated his firm conviction that personal ambitions and desire for personal recognition by any segment of the Pay Board cannot in any way interfere with the work of that body.

"We believe this program can work. However, if it should appear in the future that we cannot accomplish our purpose, that will be the time to consider alternatives," Fitzsimmons said.

At Joint Meeting

Organized Labor Pledges Support for Nixon Administration Stabilization Plan

AT A JOINT meeting of Teamster General President Frank E. Fitzsimmons, United Auto Workers President Leonard Woodcock and the AFL-CIO Executive Council in Washington, D.C., last month, organized labor pledged to help make President Nixon's economic stabilization program work.

Also in attendance at the meeting were Teamster General Secretary-Treasurer Thomas E. Flynn, and International Directors of the four Teamster area conferences—Vice Presidents Joseph Trerotola, Murray W. Miller, Einar O. Mohn, and Harold J. Gibbons.

Labor threw its support behind the

President after receiving assurances that the Pay Board—a tripartite body with members from labor, the public and industry—would not be subject to veto from the Cost-of-Living Council.

Just before the historic joint meeting convened, Director of the Office of Management and Budget George Shultz and Secretary of Labor James Hodgson delivered a memorandum initialed and "okayed" by the President which gave the labor leaders assurances which they needed to pledge their cooperation.

At a news conference following the meeting at AFL-CIO headquarters, a joint statement was released by Fitzsimmons, Woodcock and Meany which read:

"In light of the personal assurances we have received this morning from the President of the United States, that the Pay Board will be completely autonomous and that the Cost-of-Living Council will not have veto power over its decisions, either as to standards or cases, it is the decision of the AFL-CIO Executive Council, that:

"1. We will help try to make the President's mechanism to control the cost of living work.

"2. We will serve on the Pay Board.

"3. We will establish our own watch-dog units to monitor prices.

"4. We will continue to oppose the President's tax measures in the Congress.

"5. We will continue our fight for full employment which is the key answer to America's problems."

SPECIAL REPORT

Know Your Union

Teamsters Organized to Serve Membership

Headquarters of the International Brotherhood of Teamsters is located in Washington, D.C. The building, dedicated in 1955, is one of Washington D.C.'s most beautiful and functional edifices, and is a 'must' tour-point for visiting labor dignitaries from foreign countries. Offices of General President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn are located here.

(Editor's Note: Beginning with this issue, the International Teamsters magazine will, periodically, carry a series of articles designed to give the rank and file member a better insight into the structure and workings of his union.)

THE INTERNATIONAL Brotherhood of Teamsters is not only the largest single labor organization in the free world, but also is one of the best known. It gained this renown because it is the most active in organizing non-union workers, and with a membership of two million, it is the most successful.

How did all of this come about? How is the union structured? These and other questions are the topics of the series of articles mentioned above.

The supreme governing body of the International Brotherhood of Teamsters is the International Union convention, held every five years. At this convention, delegates—elected from more than 850 local unions in the United States, Canada, and Puerto Rico—elect International Union Officers, amend the constitution, and direct the course the union follows between conventions.

The last convention was held July 8, 1971, in Miami Beach, Florida.

Elected to head the International Union at that convention was Frank E. Fitzsimmons. General President Fitzsimmons, who previously served as General Vice President, has been a member of the International Union general executive board since 1957.

Elected to serve with Fitzsimmons on the general executive board were:

Thomas E. Flynn, general secretary-treasurer.

First Vice President Joseph Diviny, of San Francisco; 2nd Vice President Einar O. Mohn, Burlingame, Calif.; 3rd Vice President George E. Mock, Sacramento, Calif.; 4th Vice President Murray W. Miller, Dallas.

Fifth Vice President Harold J. Gibbons, St. Louis; 6th Vice President Joseph Trerotola, New York City; 7th Vice President Robert Holmes, Detroit; 8th Vice President Ray Schoessling, Chicago; 9th Vice President William Presser, Cleveland.

Tenth Vice President William J. McCarthy, Boston; 11th Vice President Sam Provenzano, Union City, N. J.; 12th Vice President Edward Nangle, Reading, Pa.; 13th Vice President Roy Williams, Kansas City, Mo.; 14th Vice President Joseph W. Morgan, Miami, Fla.; and 15th Vice President Edward Lawson, Vancouver, B.C., Canada.

Additionally, the convention elects three International Union Trustees. Elected in July 1971, for five year terms were Frank Matula, Jr., Los Angeles; Maurice Schurr, Philadelphia; and Louis Peick, Chicago.

Daily affairs of the International Union are administered by the General President in consultation with the General Executive Board which meets quarterly on the call of the General President who also is empowered to convene special meetings of the board when necessary.

Trade Divisions

At the International Union are seven national trade divisions, and three national trade conferences. These divisions and conferences deal with specific crafts and trades, assisting in negotiations of national, areawide and industry wide agreements, and in collective bargaining problems which arise in the particular jurisdiction of the division or conference.

They are: National Airline Division; National Automotive, Petroleum and Allied Trades Division; National Building Material and Construction Division; National Food Processing Division; National Freight Division; National Laundry Division, National Warehouse Division, National Bakery Conference, National Conference of Brewery and Soft Drink Workers, and the American Communications Association.

Next in the organizational structure of the union are four geographical area conferences. Each is headed by an International Director appointed by the General President.

The Eastern Conference of Teamsters is comprised of the states of Maine, Vermont, New Hampshire, Massachusetts, Rhode Island, Connecticut, New York, Pennsylvania, Maryland, Virginia, W. Virginia, the District of Columbia, North and South Carolina, Puerto Rico, and Quebec and the Maritime Provinces in Canada.

Director of the Eastern Conference is International Union Vice President Joseph Trerotola, Conference Headquarters are in Bethesda, Maryland.

The Central Conference of Teamsters is comprised of the states of Michigan, Minnesota, Wisconsin, Ohio, Kentucky, Indiana, Illinois, Missouri, Iowa, Kansas, Nebraska, North and South Dakota, and the Province of Manitoba, in Canada.

Director of the Central Conference of Teamsters is International Union Vice President Harold J. Gibbons, Conference headquarters are in St. Louis, Mo.

The Southern Conference of Teamsters is comprised of the states of Tennessee, Georgia, Florida, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas.

International Union director of the Southern Conference is International Union Vice President Murray W. Miller. Conference headquarters are in Dallas, Texas.

The Western Conference of Teamsters encompasses the states of Washington, Oregon, California, Idaho, Utah, Arizona, Nevada, Montana, Wyoming, Colorado, New Mexico, Alaska, Hawaii, and the Canadian provinces of Alberta, Saskatchewan, and British Columbia.

International Union Vice President Einar O. Mohn is International Union director of the conference. Headquarters for the Western Conference are located in Burlingame, California.

Each conference elects its own policy committee and has trade divisions, similar to International Union trade divisions, but operating only on the conference level.

Next in the organizational structure is the Joint Council. There are presently approximately 50 such joint councils which are formed whenever three or more local unions are located in near geographic proximity. Joint Councils are administered by an executive board, members of which are the president, vice president, secretary-treasurer, recording secretary, and three trustees. Delegates from each affiliated local union elect these officers.

The Joint Council is the coordinating body of the affiliated local unions, assists in organizing, negotiations, and it decides questions of jurisdiction among the local unions.

Finally, the local union completes the organizational chart. Local unions are autonomous bodies, governed by an executive board elected by the rank and file membership every three years. Local union executive board membership is the same as for joint councils.

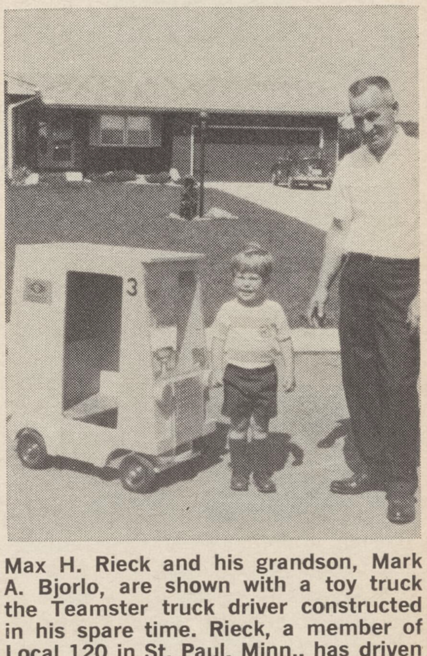
Local unions are affiliated with their Joint Council, with their Area Conference, with the International Union, and with conference and International Union trade divisions.

At the present time, there are approximately 850 local unions in the U.S., Canada, and Puerto Rico. Local unions are bound by the International Union constitution, and may adopt their own by-laws if such by-laws are not in conflict with the International Union constitution.

In rare circumstances when local unions are not operating for the benefit and welfare of the rank and file members, the International Union may—after appropriate hearings—place a local union in trusteeship. Under the direction of an International Union trustee, the affairs of the local union are redirected to the benefit of the membership. When satisfactory results are achieved, the trustee is empowered, upon the approval of the General President, to conduct a secret ballot election for local union officers and resolve the local union to autonomy.

Future articles in this series will deal with the area conferences, the joint councils, and other subjects designed to give the rank and file member full insight into his union.

Toy Hobbyist



Max H. Rieck and his grandson, Mark A. Bjorlo, are shown with a toy truck the Teamster truck driver constructed in his spare time. Rieck, a member of Local 120 in St. Paul, Minn., has driven for Gateway Transportation Co., the past 20 years and builds truck toys as a hobby devoted to making children happy.

English Grant Awarded to Louisiana Tech

The Department of Economics and Finance of Louisiana Tech University has been designated the recipient of the John F. English Endowment for the year 1971.

General President Frank E. Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn announced the bestowal of the $5,000 grant given annually in the name of the late general secretary-treasurer of the Teamsters Union.

The only stipulation in connection with the grant is that it must be channeled to a graduate fellowship in labor economics.

Previous recipients of the English grant have been: Boston College, 1967; DePaul University law school, 1968; Georgetown University law school, 1969; and Wayne State University, 1970.

● Backpay Won

Macke Vending "red circle" routemen were awarded more than $3,200 in backpay as a result of an arbitration decision, according to Lawrence Waters, secretary-treasurer of Teamster Local 67 in Washington, D.C.

U.S. Company Tackles Imports

At least one U.S. company is taking active measures to recapture sales lost to foreign imports.

The Vollrath Company, of Sheboygan, Wisc., a major supplier of food service pans and utensils, has outlined its program in an advertisement directed to volume food service businesses.

The plan offers the company's products "at prices competitive to any foreign imports-decreases up to 40 per cent." The ad further states that all company products are made in the U.S., by a U.S. firm, using U.S. raw materials.

Calling attention to lost business to foreign imports by all U.S. industry, the company says:

"We must regain the volume of business to support capital invested in a plant and equipment to pay wages of our employees, and to meet the local, state and federal tax burdens supported by manufacturers."

James R. Hoffa
General President Emeritus

Hoffa Scholarship Applications Due November 30, 1971

The James R. Hoffa Scholarship Fund provides eight scholarships, two in each Area Conference, to the sons and daughters of Teamster members, for use in pursuing an undergraduate degree at an accredited college or university of the recipient's choice.

Each scholarship is for a period of four years at the rate of $1,500 per year totaling $6,000 per student. Recipients are selected on the basis of scholastic achievement, personal qualifications, and financial need by a committee of people experienced in the field of higher education.

Applicants for this year's scholarships must graduate from high school during the 1971-1972 academic year. Also, they must be the sons or daughters of Teamster members who have not been suspended from membership in their Local Unions for at least 12 consecutive months prior to November 30, 1971. Sons and daughters of retired and deceased members also are eligible to apply, provided that surviving spouses are not remarried.

Financially dependent wards and step-children of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the 12 months preceding November 30, 1971, are eligible if these members have not been suspended from membership during the 12 months prior to their withdrawal as well as during the period since their return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are presently on withdrawal but who have not retired are also not eligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Additional information on this and other Teamster sponsored scholarships may be obtained directly from the:

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES R. HOFFA
SCHOLARSHIP FUND
25 Louisiana Avenue
Washington, D.C., 20001

(A complete application blank appears on the following four pages of this issue of *The International Teamster*.)

APPLICATION

JAMES R. HOFFA SCHOLARSHIP FUND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

1971-1972 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund no later than NOVEMBER 30, 1971. Failure to comply with this regulation may result in your disqualification.

APPLICANT TO COMPLETE ITEMS 1-13:

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
LAST

☐☐☐☐☐☐☐☐☐☐☐ ☐
FIRST MIDDLE INITIAL
(Use your given name, not a nickname)

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
STREET

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
CITY AND STATE

☐☐☐☐☐
ZIP CODE

3. Date of Birth ______________________
month day year

4. Sex. M ☐ F ☐

5. Social Security number: ☐☐☐-☐☐-☐☐☐☐ If you do not have a Social Security number, check here. ☐

B. SCHOOLING

6. Name and address of high school which you are attending:

Name ______________________________

Address ______________________________

____

7. Expected date of High school graduation ______________________ 1972

8. Early Admission Students

☐ Check here if you are entering college in 1972 *without* completing high school. All early admission students are required to attach the following to this application:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1972 I will complete (check one):

☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for a James R. Hoffa scholarship only once. Do not apply until your last year of high school.

10. What college do you plan to attend?

Name City, State

First choice ____________________

Second choice ____________________

C. FAMILY

11. Full name of Teamster parent ____________________
(please print)

Relationship (please check)

_____ a. Father

_____ b. Mother

_____ c. Step-father

_____ d. Step-mother

_____ e. Guardian

_____ f. Other—specify relationship

If you have checked "a" or "b" above skip Item 12 and complete Item 13 below. If you checked c, d, e or f the person indicated must be able to complete the statement in Item 12.

12. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

____
(Signed—Teamster member)

Subscribed and sworn to before me this__________ day of __________, 1971 in

the City (County) of __________ in the State of __________.

____
(Notary Public)

Seal

My commission expires ____________________

13. Signed ____________________ Date __________
Teamster member

Signed ____________________ Date __________
Applicant

UPON COMPLETION OF ITEMS 1-13, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE JAMES R. HOFFA SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Local Union Number ____________________

15. Conference Affiliation (check one):

☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the member named in Item 11, Ledger Number * __________, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. _____ for at least twelve consecutive months prior to November 30, 1971.

b. _____ for at least twelve consecutive months prior to his retirement.

c. _____ for at least twelve consecutive months prior to his death.

d. _____ since ____________________ after depositing his withdrawal card which was taken on
date after 11-30-70
__________, and that during the twelve consecutive months prior to his withdrawal he was not an
date
officer or employee of this Local Union and was not suspended from membership.

e. _____ since __________ after his transfer from Local Union __________. Forward this application
date after 11-30-70 number
to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

____

____
date

18.

Local Union Seal

---

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number __________, was not an officer or employee of this Local Union and was not suspended from membership from ________________, 19____ until his transfer on ________________. 19____.

21. Signature of Secretary-Treasurer:

____

____
date

20. Local Union Seal

* * * * * * * * * * * * * * * * * * *

FORWARD THIS APPLICATION DIRECTLY TO THE
JAMES R. HOFFA SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

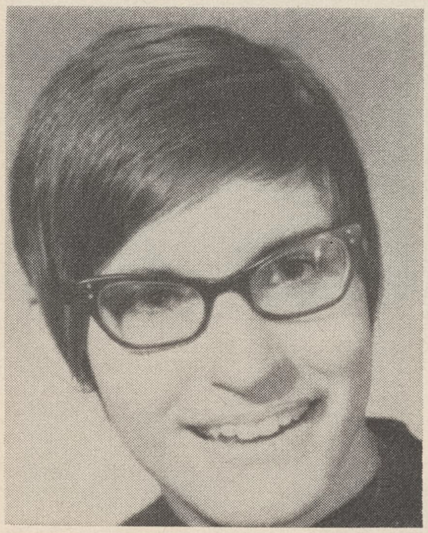
TO BE SUBMITTED NO LATER THAN NOVEMBER 30, 1971.

$500 Grants

Local 781 Gives Scholarships To College-Bound Youngsters

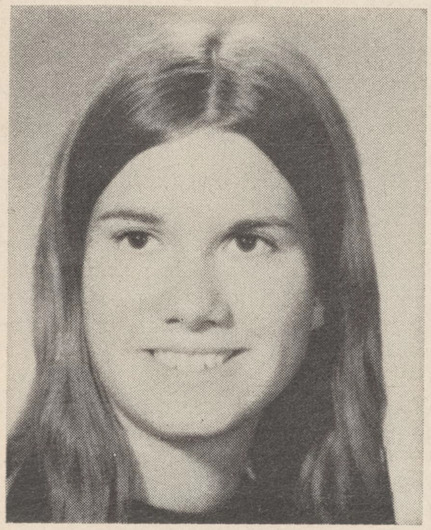
Teamster Local 781 of Chicago, Ill., recently awarded $500 college scholarships to the children of four members in good standing.

Joseph Bernstein, Local 781 president, said the grants were awarded on the basis of academic performance and leadership qualities. The winners: Denise Johnson, daughter of Sharkey Johnson; Sandra Larson, daughter of Albert Larson; Kathleen Marovich, daughter of George Marovich, and Kenneth Moder, son of William Moder.

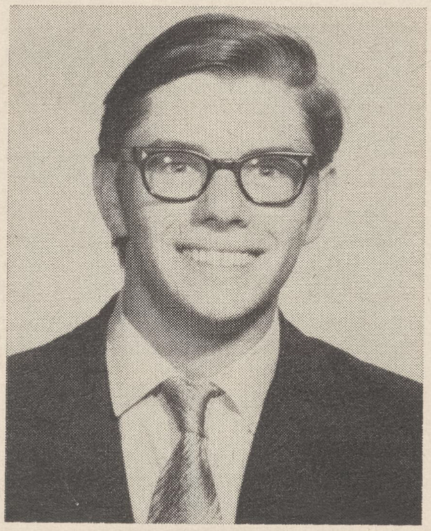


Kathleen Marovich

Denise Johnson



Sandra Larson



Kenneth Moder

New Retiree Pens Letter Of Appreciation

Dear Bro. Fitzsimmons:

This morning as I opened my mail, the day I have long awaited became a joyous reality. One of the items in the mail was my first Central States pension check. I now have an idea of what it means to hear someone say they have been reborn—for who would ever have thought 30 or 40 years ago that a day would come when I would be able to receive such a wonderful pension as I will now continue to enjoy.

I want to take a moment to extend my many thanks and appreciation to all of the people, the Teamsters Union, my employer and everyone else that may have had a part in making the pension a reality which will enable my wife and myself to live out our lives with dignity. Thank you again.

Fraternally,
John F. Pontzloff,
Teamster Local 446,
Wausau, Wis.

● In Minnesota

Engineering department employees of Dakota County, Minn., voted for Teamster Local 160 of Red Wing, Minn., in a recent representation election conducted by the Minnesota State Labor Concilation Service, according to Donald Cook, secretary-treasurer of the local union.

Picketers Help Catch Car Looters

Members of Teamster Local 986, walking a picketline at the Greater Los Angeles Zoo Assn., recently helped in the apprehension of suspects looting parked cars.

Pickets Bernard P. Farrell and Michael Zuk saw two men trying to break into cars. They notified police who were monitoring the picketline and then helped in the chase which ended in capture of the suspects.

It was the second time in as many weeks that Los Angeles Teamsters helped police. On an earlier occasion, pickets engaged in a consumer boycott in Whittier, Calif., caught and held a purse snatcher for the police.

Teamster champs in the 31st National Truck Roadeo held recently were (left to right): Cletus Frank, Elton L. Lowry, William J. Long, William J. Klein and Richard D. Brafford. Three were repeat champions.

Best on the Road

Roadeo Championships Won By Top Teamsters Drivers

TEAMSTERS one and all captured the class championships at the 31st National Truck Roadeo sponsored by the American Trucking Assns., and held this year in Houston, Tex.

Two of the drivers—Cletus Frank of Teamster Local 391 in Greensboro, N.C., and William J. Long of Teamster Local 24 in Akron, O.—set new individual national roadeo records.

Frank, a driver for Akers Motor Lines in Charlotte, N.C., won an unprecedented sixth championship in the straight truck class. He has won more honors in the national competition than any other driver in the history of the annual event.

Long, a driver for Lyons Transportation Lines at Richfield, O., became the first driver in the national event to win championships in three different divisions. He won the 4-axle class this year.

The other national champs this year were:

Three-axle—Elton L. Lowry of Teamster Local 41 in Kansas City, Mo., a driver for IML Freight.

Five-axle—William J. Klein of Teamster Local 107 in Philadelphia, Pa., a driver for Mason & Dixon Lines.

Tank truck—Richard Brafford of Teamster Local 71 in Charlottle, N.C., a driver for Mason & Dixon Lines.

Frank's feat in winning his sixth title reflected almost uncanny driving skill. Piloting an International 1910A model through the obstacle course, he compiled a near-perfect score of 470 out of 480 points.

Long, who drove a White 9000 tractor to win his 4-axle title, captured the 5-axle championship in 1968 and the straight truck title in 1966.

Klein's victory in the 5-axle division won a lot of notice, too, for it was his fourth national championship. He previously won the 5-axle class once and the 4-axle class twice.

The crowns for Brafford and Lowry were their first national championships.

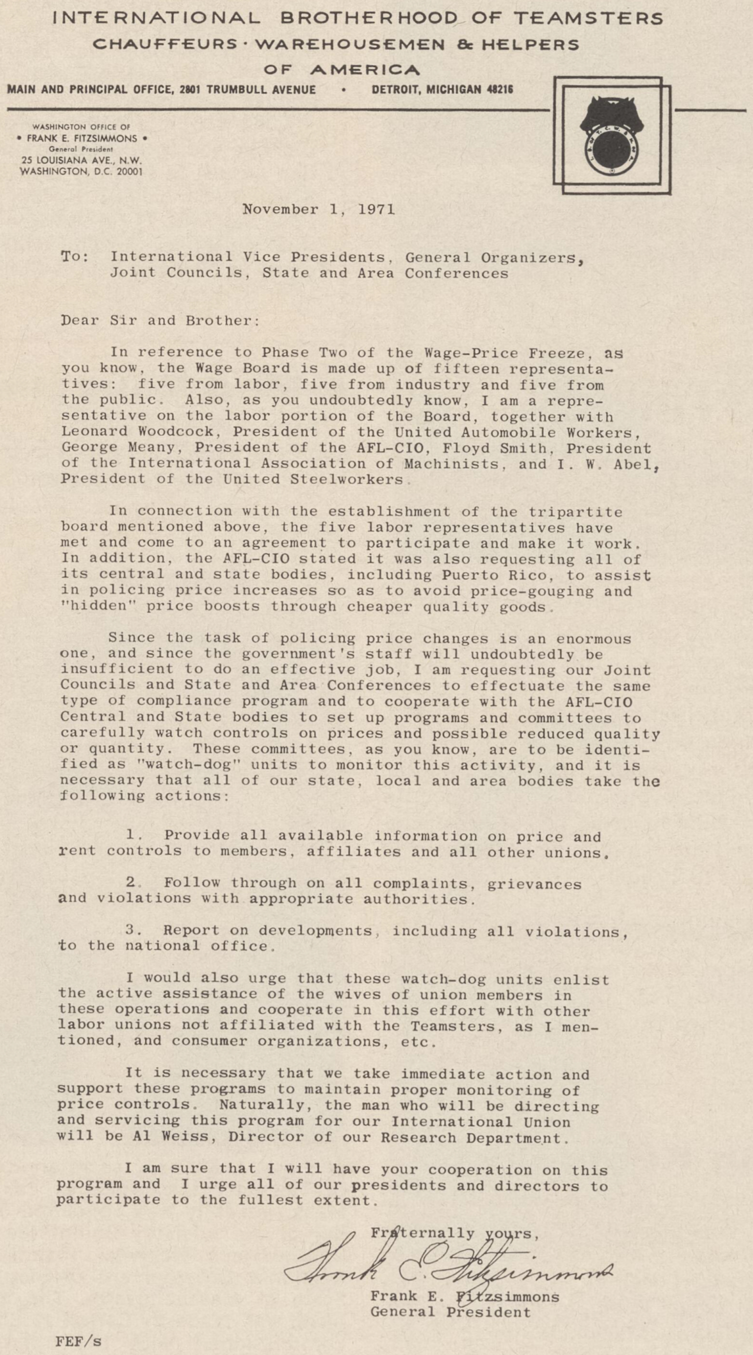
Besides the obstacle course competition, contestants in the national roadeo must undergo a series of three other tests: Written, personal interview, equipment defects.

The national roadeo is truly a contest of championship calibre. All the entries must first have won state championships in their class to be eligible to enter.

Checking Prices

Fitzsimmons Urges Teamsters To Be Alert for Price Abuse

Following is the reproduction of a letter from General President Frank E. Fitzsimmons to all affiliates urging that Teamsters develop watch-dog units to spot price abuse in the marketplace:



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA
MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE • DETROIT, MICHIGAN 48216

WASHINGTON OFFICE OF
• FRANK E. FITZSIMMONS •
General President
25 LOUISIANA AVE., N.W.
WASHINGTON, D.C. 20001

November 1, 1971

To: International Vice Presidents, General Organizers,
Joint Councils, State and Area Conferences

Dear Sir and Brother:

In reference to Phase Two of the Wage-Price Freeze, as you know, the Wage Board is made up of fifteen representatives: five from labor, five from industry and five from the public. Also, as you undoubtedly know, I am a representative on the labor portion of the Board, together with Leonard Woodcock, President of the United Automobile Workers, George Meany, President of the AFL-CIO, Floyd Smith, President of the International Association of Machinists, and I. W. Abel, President of the United Steelworkers.

In connection with the establishment of the tripartite board mentioned above, the five labor representatives have met and come to an agreement to participate and make it work. In addition, the AFL-CIO stated it was also requesting all of its central and state bodies, including Puerto Rico, to assist in policing price increases so as to avoid price-gouging and "hidden" price boosts through cheaper quality goods.

Since the task of policing price changes is an enormous one, and since the government's staff will undoubtedly be insufficient to do an effective job, I am requesting our Joint Councils and State and Area Conferences to effectuate the same type of compliance program and to cooperate with the AFL-CIO Central and State bodies to set up programs and committees to carefully watch controls on prices and possible reduced quality or quantity. These committees, as you know, are to be identified as "watch-dog" units to monitor this activity, and it is necessary that all of our state, local and area bodies take the following actions:

1. Provide all available information on price and rent controls to members, affiliates and all other unions.

2. Follow through on all complaints, grievances and violations with appropriate authorities.

3. Report on developments, including all violations, to the national office.

I would also urge that these watch-dog units enlist the active assistance of the wives of union members in these operations and cooperate in this effort with other labor unions not affiliated with the Teamsters, as I mentioned, and consumer organizations, etc.

It is necessary that we take immediate action and support these programs to maintain proper monitoring of price controls. Naturally, the man who will be directing and servicing this program for our International Union will be Al Weiss, Director of our Research Department.

I am sure that I will have your cooperation on this program and I urge all of our presidents and directors to participate to the fullest extent.

Fraternally yours,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

FEF/s

Cargo Safety Changes

The Federal Highway Administration's Bureau of Motor Carrier Safety has issued amendments to the motor carrier safety regulations with the aim of reducing hazards caused by cargoes shifting in transit on commercial vehicles.

Robert A. Kaye, safety director, said the new regulations "will place a responsibility on commercial drivers to ascertain that their vehicles are properly loaded."

He said that whenever possible, drivers will be required to check the cargo securing devices at every change of duty status, to ensure that they are properly secured.

Specific Requirements

Kaye said the amendments contain specific requirements for the strength of cargo securing devices. Tie-down assemblies must have, in the aggregate, a breaking strength equal to one and a half times the weight of the article being secured.

Tie-down assemblies as a unit must be marked with the maximum breaking strength, in addition to having the manufacturer's distinctive mark or symbol displayed at least every five linear feet.

Also, specific requirements are set forth to preclude articles from penetrating the front end of a vehicle when a deceleration technically described as 20 feet per second is sustained.

Local 250 Adds Public Employees

Teamster Local 250 of Pittsburgh, Pa., which recently added Pennsylvania Turnpike workers to its rolls, has gained workers in four additional public employee groups.

Sam Montani, Local 250 secretary-treasurer, said elections were won involving supervisory personnel in the Pittsburgh Bureau of Refuse; Swissvale Boro employees; Braddock General Hospital employees, and Carnegie Boro employees.

Altogether, the victories increased Local 250's membership total by more than 200. The largest win was at the general hospital where 162 workers were eligible to ballot.

Progress Talk

General President Frank E. Fitzsimmons is shown talking with Wally Schirra (left), former astronaut, about the prospect of progress in aviation and aerospace during a recent meeting in Chicago. With them are IBT Vice President Harold J. Gibbons (second from left) and William Genoese, general organizer.

Texas Vote Gains 200 For Teamsters

Teamster Local 968 of Houston, Tex., recently won a National Labor Relations Board ballot in which some 200 workers employed by Lone Star Industries, Inc., elected to go Teamster.

Three other unions, including an independent employees association, were on the ballot, according to Walt Breeland, Local 968 secretary-treasurer. The Teamsters won a clear majority of 105 votes. The other organizations combined got only 79 votes and one ballot was marked "no union."

Lone Star is a large ready-mix concrete and shell dredging operation located in Houston and other South Texas points. Besides the Lone Star win, Local 968 also has won ballots for sizeable units recently at National Rent-A-Car and at J. C. Penney Co.

In Construction

Teamsters Win Fringes For Owner-Operators

A significant victory was scored by Teamster Local 420 of Los Angeles, Calif., recently when an arbitrator ruled that a trucking company violated its union contract when it did not provide fringe benefits for owner-operators of trucks used on a construction job.

The decision involving Kelly Trucking Co., meant that owner-operators will receive fringe benefits over and above the rate being paid by the general contractors under California Public Utility Commission regulations.

In this case, the fringes under dispute included pension, health and welfare, dental and vision care, prescription drugs, holidays and vacations.

Owner-operators employed by Kelly on the Pomona Freeway now are accorded the same treatment provided by Roadway Construction to owner-operators for Guy F. Attkinson engaged in hauling on the La Crescenta extension of the Foothill Freeway.

According to the arbitrator's ruling, the term "job site" as used in construction and applied to owner-operators working for Kelly, embraces six miles of public roads over which they travel.

The interpretation could greatly increase the number of jobs on which owner-operators will receive fringe benefits over and above the PUC rate of compensation.

Union officials view the arbitrator's ruling as a major step toward putting the industry on a sound competitive basis while assuring the owner-operator and his family equal treatment in respect to benefits.

● Dispatchers

Dispatchers employed by Associated Transport, Inc., of Philadelphia, Pa., voted unanimously for representation by Teamster Local 161 in a recent National Labor Relations Board election.

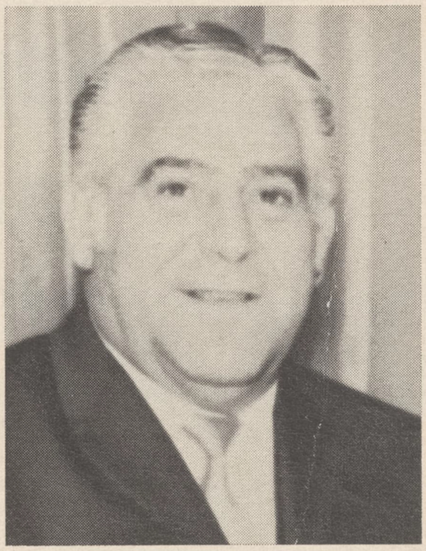
● In Kentucky

Employees of the Wides Material Co., of Lexington, Ky., voted overwhelmingly for representation by Teamster Local 89 in a recent National Labor Relations Board election, according to Marion Winstead, secretary-treasurer of the local union.

● Med Education

Some 18,500 qualified students apply for medical school each year but only 10,000 are accepted because of shortages in space and lack of finances.

Appointed



Anthony J. Materia, secretary-treasurer of Teamster Local 526 in Fall River, Mass., recently was appointed a member of the Advisory Committee of the Southeastern Regional Planning and Economic Development District for the State of Massachusetts. The appointment was made by Carroll P. Sheehan, commissioner, with the approval of Gov. Francis W. Sargent.

Plastic Book Workers Go Teamster

More than 100 workers employed at three plants operated by Dora-May, a plastic book producer, were lucky enough to go Teamster and gain an agreement giving them large wage gains before the "freeze" set in last August.

Organizers from Teamster Local 363 in New York City approached the workers at the plants in Brooklyn and Long Island City and succeeded in signing up enough to gain recognition from the company. Dora-May employs 129 people working at assembling books imported in an unfinished state from Taiwan.

Aaron Kleinman of Local 363 led the campaign. Besides a pay hike, the initial contract also included health and welfare, sick leave coverage, holidays, vacations and other fringes.

Missouri Local Gains Members

Teamster Local 574 of Cape Girardeau, Mo., has increased its membership rolls by more than 100 as a result of recent organizing victories.

Thomas Edwards, Local 574 secretary-treasurer, said the bulk of the gain was at Bee Cee Mfg. Co., of Malden, Mo., maker of aluminum windows and doors.

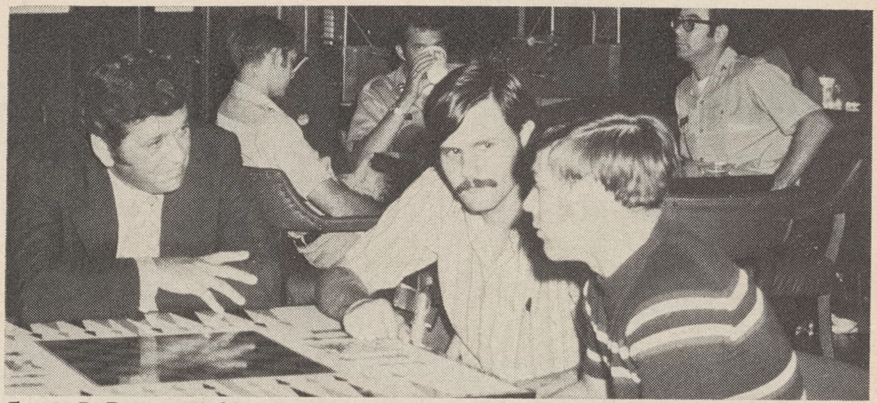
Initially at Bee Cee, Local 574 won a unanimous ballot for six truck drivers employed by the company. Then, production, maintenance and warehouse employees of the company expressed a desire for Teamster representation.

Another ballot conducted by the National Labor Relations Board resulted in a large majority of the Bee Cee inside workers voting for Local 574. Since the two ballots, the company has increased its workforce until now it employs more than 100.

Edwards credited Gilbert Davis, business representative, for the organizing success at Bee Cee.

The union also was successful in organizing 14 production and maintenance workers employed by A. P. Green Refractories Co., Inc., of Oran, Mo., and has signed an initial contract with the company.

Visits Vets

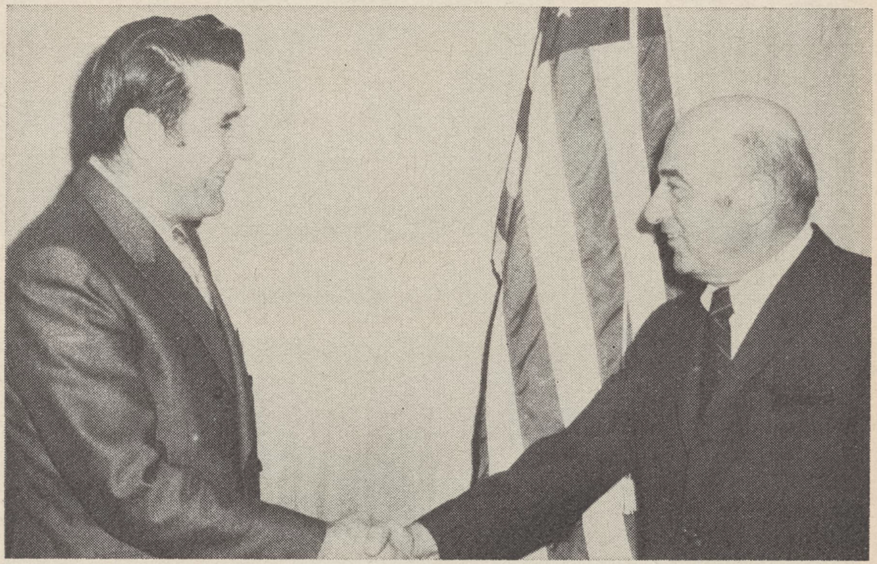


Frank DeBrouse (left), president of Teamster Local 639 in Washington, D.C., is shown talking with Vietnam veterans at Walter Reed Hospital as part of a Labor Day program he organized. DeBrouse and other D.C. Teamster leaders discussed job opportunities with disabled servicemen. Here he talks with Joe Miller and Paul Nelson.

New Charter

Employees of the Hattiesburg (Miss.) Chemical Workers Union, an independent organization, recently voted by better than 4-to-1 to affiliate with the International Brotherhood of Teamsters. W. C. Smith, general organizer, is shown presenting the new charter to the group to be known as Teamster Local 258.

Appointed



Peter J. Rossano (right), secretary-treasurer of Teamster Local 559 in Hartford, Conn., receives congratulations upon being appointed by Gov. Thomas Meskill to serve as arbitrator for the Connecticut State Board of Mediation and Arbitration. Jack A. Fusari, commissioner of labor for Connecticut, congratulates Rossano.

COMMUNITY SERVICE

Record Time

Louisville Local Volunteers Move Red Cross to New HQ

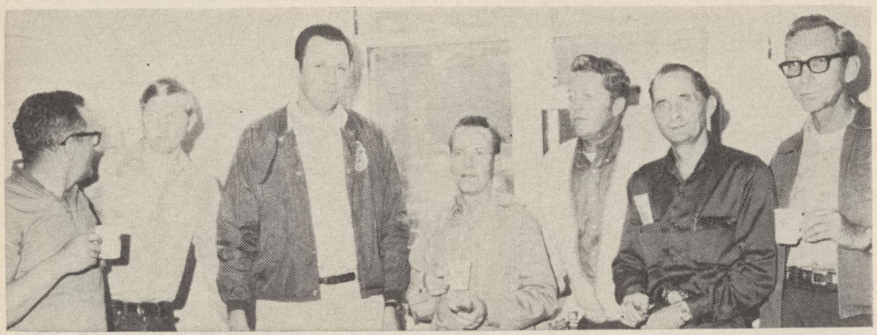
More than 100 members of Teamster Local 89 in Louisville, Ky., responded as volunteers recently to help move the Louisville chapter of the American Red Cross to its new $2.75 million headquarters center.

The move was completed in the record time of two hours and 15 minutes. Some 118 Teamsters participated in the transfer that required the use of 60 trucks donated by employers in the Louisville area.

Marion Winstead, Local 89 secretary-treasurer, led the project. He is chairman of the disaster committee and a member of the local Red Cross board of directors. Serving as co-chairmen of transportation were Emmett Nall, Local 89 trustee, and Carl Rogers, assistant business agent of Local 89.

Winstead expressed appreciation to the members taking part in the task for "unselfishly participating in this most worthy community project."

Providing the leadership for a volunteer move of Red Cross headquarters in Louisville, Ky., were these officials of Teamster Local 89 (left to right): Carl Rogers, business agent; Marion Winstead, secretary-treasurer; Marjorie Jordan of the American Red Cross; Emmett Nall, business agent, and Giles Borders, rank-and-file member.



Among the Local 89 members who participated in the Red Cross transfer were (left to right): Top photo—James Yates, Larry Priddy, Frank Delph, Bob Black, Don Baxter, Bill Jones and Leroy Brumleve; Bottom photo—Roy Greenwell, Fred Holthouser, John King, J. W. Reece and Tom Hall.

Mortuary Workers Go Teamster

Teamster Local 985 of Detroit, Mich., has been certified by the National Labor Relations Board as representative of 24 employees of the A. H. Peters Funeral Home, Inc., located in Detroit and also Grosse Pointe Woods, Mich.

Certification followed an election conducted by the Board in which 15 workers voted for the union, five were against and four ballots were challenged.

The bargaining unit includes licensed mortuary scientists, assistant embalmers, drivers, maintenance men and parking attendants.

Local Wins $2,602 Backpay For Member

Teamster Local 8, representing Teamsters employed by Pennsylvania State University at State College, Pa., recently won an arbitration case resulting in backpay of $2,602 for a member.

Leroy M. Burd, Local 8 secretary-treasurer, said Dale Albright, an employee in the housing and foods department at the University was discharged last January.

Local 8 took the case to arbitration and succeeded in getting the backpay for Albright and also reinstatement to his job.

● Barrel Firm

Workers employed by Lammers Barrel Corp., a barrel reconditioning firm in Dayton, O., voted unanimously for representation by Teamster Local 176 in a recent National Labor Relations Board election, according to Robert Rodgers, secretary-treasurer of the local union.

THE INTERNATIONAL Teamster DEDICATED TO SERVICE

DRIVE REPORT

Bill to Destroy NLRB Alive in Senate

The Senate Subcommittee on Separation of Powers on October 28, ordered S-1320 reported to the full Senate Judiciary Committee.

The Separation of Powers Subcommittee chaired by Senator Sam Ervin (D-N.C.), considered the bill without public hearing or without public announcement that the bill was going to be taken up.

The agenda for the executive session, which is made public, contained several pieces of legislation but did not mention S-1320.

There are only *five* Senators on the Separation of Powers Subcommittee. And there were only four of them present when S-1320 was called up.

The vote that sent the bill forward on the legislative path was three to one, McClellan (D-Ark.), Gurney (R-Fla.), and Ervin (D-N.C.), voting for the bill and Senator Quentin N. Burdick (D-N.D.), voting against it.

In 1935 the United States Congress created a framework within which organized labor and management could meet eye-to-eye and work out their differences on an equal basis. Since that time, the enemies of organized labor have worked diligently to undermine this framework for equality between labor and management. The latest such attempt comes in the form of a bill introduced by Senator John Tower (R-Tex.).

Senator Tower's bill, S-1320, attacks the National Labor Relations Board on two fronts. With one stroke this piece of legislation would carve away the Office of General Counsel for the National Labor Relations Board and all his subordinate staff and strip the Board's jurisdiction over all matters connected with unfair labor practice complaints.

The National Labor Relations Board has been criticized from many quarters, on many grounds. It has been said that under the present circumstances there is a long and unacceptable delay in the processing of unfair labor practice complaints. It has been pointed out by many that this delay encourages a basic disrespect for the law. The Tower Bill would be an open invitation to those who do not now respect the law to take the calculated risk of violating the rights of their adversaries in the expectation that the gain they would reap over the long period of delay would far exceed the punishment which would ultimately befall them.

The Tower Plan would indeed stretch the delay from months to years. The Federal District Court dockets are now filled months in advance, with criminal and civil cases. And if the Tower Plan is implemented the large number of unfair labor practice suits that are handled by the NLRB will be dumped into the already overcrowded dockets of the federal courts.

It must be pointed out that the courts in the states which now have the most crowded and overloaded dockets and the longest trial delay periods are also the states where the greatest number of unfair labor practice suits would be filed.

There are 86 district courts which would take over the unfair labor practice cases if S. 3671 were enacted. These 86 district courts would be a poor substitute for the expert and uniform decision-making processes of the NLRB. The dynamic area of labor law requires expert decision making, and because labor-management relationships are of interest to the whole country the implementation of policy requires nationwide uniformity.

District Judges now have relatively little to do with the Taft-Hartley Act. Conflicts would arise between districts within one circuit, as well as between the Circuit Courts of Appeal. Diversity from one geographic area to another could only work mischief.

Certainly, district court judges are ill-trained to administer a national labor relations policy, and are unable to engage in or directly effect the determination of labor relations

(Continued on next page)

Forwarded to Congress

Health Care Resolution Passed By California Teamster Local

Members of Teamster Local 36 in San Diego, Calif., recently passed a "Resolution on Comprehensive Health Care for All Americans" and forwarded copies of it to California congressmen.

In particular, the resolve requested "the Congress of the United States to include chiropractic services in all present and future health and health care programs administered, sponsored or financed (in whole or in part) by the federal government, including but not limited to Medicare, catastrophic health insurance and national health insurance."

The resolution noted that organized labor has consistently demanded comprehensive and complete health care for all Americans.

Also, the resolution pointed out, a national program of comprehensive and complete health care must assure to each American his right to the freedom of choice of the services of all licensed health service providers.

Finally, "Chiropractic health care, as authorized by state law and in workmen's compensation programs, has proved to be highly beneficial to workers and their families in the United States."

Signing the resolution as representatives of Local 36 were O. J. Wheeler and John S. Lyons, president and secretary-treasurer respectively.

policy.

Terms of S. 1320, Senator Tower's Bill, are unnecessarily far-reaching, insofar as they deal with the General Counsel of the Board. While not every person on the General Counsel's staff is indispensable, it is not necessary to entirely eliminate the General Counsel from the labor relations field, along with his entire staff of experienced and capable personnel. To toss out the General Counsel and his entire staff would be like throwing out the baby with the bath water.

Hopes in Congress

Consumer Bill on Bumpy Road Through Congressional Maze

Perhaps the consumer will get a significant break if the bill that passed the House on October 14 makes it through the Senate and becomes law. On that date the House adopted two amendments and rejected five others before passing a bill (H.R. 10835) establishing an independent consumer protection agency. The vote on the House floor was 344 for the bill and 44 against the bill.

Shortly after the opening of the third day of debate on the bill, members defeated by recorded teller votes an amendment to strengthen the new agency's power and a substitute proposal to weaken its authority.

The first vote came on the substitute offered by Congressman Don Fuqua (D-Fla.) which would have reduced to an advisory capacity the new agency's authority to intervene in the affairs of another federal agency. It would also have restricted its powers to intervene in federal court suits to that of an "amicus curiae" (friend of the court) status.

Congressman Fuqua's amendment was defeated by a vote of 149 to 240.

An amendment to strengthen the agency's powers was offered by Congressman William S. Moorhead (D-Pa.). This amendment would have allowed the new consumer agency to participate in most proceedings of other government agencies other than those activities that would lead directly to the imposition of a fine, penalty, or forfeiture. Congressman Moorhead's amendment would have authorized the agency to undertake its own reviews and require other federal agencies to provide information on alleged consumer violations. Congressman Moorhead's amendment was defeated 160 to 218.

The House then passed by voice vote two amendments offered by Congressman Jim Wright (D-Tex.). The first allowed the consumer agency to seek federal court review of another agency's action or refusal to act. The second required the agency to compile annual reports on interest rates.

Some of the basic provisions of the bill as it passed the House are:

Establish within the Executive office of the President an Office of Consumer Affairs, with a director and deputy director appointed by the President and confirmed by the Senate.

Require the director to report annually to the President and the Congress on the office's activities.

Specify that the office must aid the President in coordinating federal programs affecting consumers, assist setting policy, establishing programs, make recommendations on behalf of consumers to the President and the Congress, investigate consumer problems, and work with private enterprise in the promotion and protection of consumer interests.

Establish a Consumer Protection Agency with an administrator and a deputy administrator appointed by the President and confirmed by the Senate.

Require the agency to make annual reports on its activities to the President and to the Congress, to make recommendations to the President and Congress and to conduct research on consumer matters.

Authorize the agency to represent consumers in formal proceedings conducted by other federal agencies and in certain court suits.

Authorize the administrator to request another federal agency to initiate a proceeding or take an action in the interest of consumers.

Authorize the consumer agency to receive, develop, act on, or pass on to other agencies complaints from the public. The agency could publicize such complaints.

Authorize the agency to encourage and support testing of consumer products by other federal or nonfederal agencies and to study a system of tagging products to inform consumers of pertinent information.

Authorize the consumer agency to study product safety.

This legislation passed by the House will now be taken under consideration by the Senate.

Nixon Seeks Bill to Extend Control Authority

President Nixon has sent Congress legislation extending for a year his authority to control wages and prices, adding standby power to control interest rates and establishing rules for the Phase II economic program.

Administration officials emphasized, however, that Nixon has adequate authority under existing laws to conduct his program at least until next April 30.

The bill would add a $2,500 civil penalty for violation of stabilization rules. Present law provides for a criminal fine of $5,000 but government lawyers generally agree that civil court actions are easier to win than criminal cases.

Nixon acted under the Economic Stabilization Act of 1970 in imposing the current 90-day wage-price-rent freeze and in establishing policy for the period after the freeze ends Nov. 13.

That law expires next April 30. The administration bill would extend the act until April 30, 1973, and would rewrite many of the details of the law.

Senate Republican leader Hugh Scott of Pennsylvania predicted Congress would move with some dispatch in considering the legislation.

"I see no reason why there should be delays in either house," Scott said following a two-hour meeting of GOP congressional leaders with the President.

Treasury Under Secretary Charls E. Walker told newsmen at the White House that although the administration hopes for expeditious passage, "We can put Phase II into effect under the existing legislation."

The bill would create a new temporary court of appeals consisting of three or more federal district or circuit court judges designated by Chief Justice Warren E. Burger to handle appeals from decisions of the Pay Board and Price Commission.

Fact and Fiction

Safety in the Workplace Becoming Nub of Dispute

Fact and fancy fiction clashed with resultant confusion recently regarding safety in the workplace.

On the one hand, the federal government has been proclaiming a new concept of worker "protectivity."

On the other hand, criticism of the Labor Department's administration of the Occupational Safety and Health Act (OSHA) has popped up like an angry, many-headed mushroom in recent weeks.

George C. Guenther, Assistant Secretary of Labor for Occupational Safety and Health, unveiled the government's new concept in improving workplace environment as summer ended.

Addressing a Northwest Safety Congress banquet in Seattle, Wash., Guenther drew a parallel to President Nixon's Labor Day discussion of productivity and quality of work.

"A new concept must be recognized alongside 'productivity,' " said Guenther. "We have coined a new term for the concept: 'protectivity,' or protection of the employee in the workplace."

He said that OSHA—which came into being officially last April 28th—is now being expanded across the nation to implement "protectivity."

Safety experts from organized labor, however, have voiced dissent regarding policy decisions by the Labor Department in two prime areas of administration of OSHA.

One complaint hinges on the wide latitude which the federal government has given in approving state safety programs. States have not been required to follow all the federal requirements—contrary to law—including the right of workers' representatives to inspect the work areas.

The other complaint is that the safety program has been increasingly identified more closely with business and industry, especially in the case of the Boeing Corp.

Administration response to the criticism has been one-way. For example, Laurence H. Silberman, another Under Secretary of Labor, has rejected objections of organized labor regarding the loose manner in which OSHA has been permitted to operate in state programs.

Silberman told the OSHA national advisory committee recently that "if the Department of Labor were to require the states to prescribe precisely the same requirements as in the federal Act, we would be over-reaching ourselves and our authority under the statute."

Yet that is precisely what the law calls for, The Act declares in no uncertain terms that state job safety plans must be "at least equal to" the federal program. Silberman maintains, however, that this does "not require that states adopt a mirror image of the federal program."

One of the images tossed off by Silberman is the law's clause that federal programs shall provide "for the right of entry and inspection of all work places subject to the Act which is at least as effective as that provided in Section 8 . . ."

Labor spokesmen immediately charged that Silberman had forgotten the legislative history of the safety law and had now distorted the very provisions of the Act itself.

As an example of the charge that OSHA is management-oriented, labor critics pointed to OSHA's awarding of a contract last spring to Boeing Aircraft providing that company officials conduct job safety orientation programs.

A few months later, Chain Robbins—manager of safety and industrial hygiene for Boeing—was sworn in as deputy assistant administrator for OSHA.

Then, less than two weeks later, OSHA Director Guenther announced that Boeing had been granted the first interim order delaying the application of a construction safety standard involving welding near toxic preservative coatings, adding that he was initiating action—at Boeing's request—for a permanent exemption from the safety standard.

Processing-Distribution

Greater Safety Protection Urged for Workers on Job

Greater protection for the lives and health of workers in the industrial processing and distribution systems must be implemented in the view of Vice President Einar O. Mohn, director of the Western Conference of Teamsters.

Mohn, addressing the 15th annual Western Industrial Health Conference in San Francisco, Calif., recently, declared that the Occupational Safety and Health Act enacted last year provides the vehicle by which such protection can be achieved.

While giving assurance that unions would work with government and industry in accomplishing the goal of safety he warned against undue delay. He said:

"We can expect trade unions to work with professional medical, hygiene and safety people in the plants and terminals to do the job which so often has been neglected because of public, industry and even worker apathy."

Mohn added: "If the employer wants to drag his feet to make short-run economic gains as opposed to promoting a healthy work environment, we will be emphatic in our demands."

Mohn told the conference that more than one-fourth of the Teamsters Union membership of two million works in industrial plants. He said that Teamsters have the means—through the collective bargaining process—to achieve safeguards for workers against injury and fatalities if it cannot be accomplished by other methods.

He made reference to the inadequacy of workmen's compensation and disability programs, adding that if such programs cannot be improved at the state and federal levels then "trade unions will negotiate supplemental compensation and disability benefits into their contracts."

Finally, Mohn declared that in addition to setting standards and creating enforcement machinery to win compliance, there also must be an intensive education program aimed at both workers and employers.

SPOTLIGHT ON Legislation and Politics

- Teller Votes Tell

  Voting participation on major issues in the House of Representatives doubled during the first seven months of the current session over the same period last year. Congressional observers say the reason is that recorded teller votes have been made this year on key amendments debated on the floor. Such votes were not recorded last year.

- Harris for President

  Oklahoma Senator Fred R. Harris has officially declared his candidacy for the Democratic presidential nomination. In his declaration, Harris called for sharp cuts or an end to aid for what he called the "repressive" governments of South Vietnam, Greece, Brazil and Pakistan.

- China Policy Reaction

  President Nixon's new China policy spurred lobbyists into action for and against Nationalist China and Communist China. It is believed the Nixon policy ultimately led to admission of the People's Republic of China to the United Nations.

- New Vermont Senator

  Robert T. Stafford, the new Senator sworn in to complete the term of the late Winston L. Prouty, Republican, is—like the majority of men in Congress—an attorney. Stafford has been a protege of Vermont's senior Senator, George D. Aiken, and formerly served in the House.

- Partisan Probe Threat

  Rep. Charles H. Wilson (D-Calif.) has threatened a probe of the action of the Nixon Administration in directing the Bureau of the Census to make a special public opinion survey on reaction to the President's wage-price freeze, a survey which included a question on union membership.

- DuPont Offended

  William H. DuPont quit the Republican Party and took his huge donations with him after Russell W. Peterson, Republican governor of Delaware, allegedly insulted DuPont's wife because she "meddled in state business."

- Popular Vote

  Thirty-three members of the House of Representatives introduced a bill calling for a constitutional amendment to abolish the electoral college and elect the President and Vice President by direct popular vote.

- Riddled with Corruption

  John Gardner, former HEW Secretary, said in a recent speech that political and governmental institutions in the United States are "seriously out of repair." Gardner, chairman of Common Cause, a Washington-based citizens' lobby, added: "They're riddled with corruption—bottom to top."

- Government Surplus ?

  The federal government now must find something to do with six detention camps it built in 1952 to house—without trial—persons believed likely to engage in "espionage or sabotage." Congress recently passed, and President Nixon signed, a bill repealing a 1950 law that authorized such incarcerating camps in time of "internal emergency."

- Negative Loyalty Oath

  Democratic Party leaders reportedly have been toying with the idea of requiring 1972 convention delegates to promise not to support any presidential nominee except the Democrat. The idea is to shut out George Wallace or any other splinter candidate that might pop up.

- Both Sides Scored

  In a special 135-page study, the Operations Research Society of America recently challenged the accuracy of assertions by both advocates and opponents of the Safeguard anti-ballistic missile system during the 1969 Senate debate on the subject. Unprofessional and misleading comments were found on both sides.

- LBJ's Memoirs

  It's a safe bet that both Democrats and Republicans will be studying—with an eye to political campaign attack and defense—the memoirs of President Lyndon B. Johnson now published in book form for early November distribution.

For Your Information

GNP Forecast

Total output in the American economy is expected to more than double in the decade of the 70's, according to Chase Econometric Assn., an economic consulting arm of the Chase National Bank.

In a newly revised 10-year forecast for the U.S. economy, the organization predicts that the Gross National Product will climb to more than $2 trillion.

Tractor Brakes

The Federal Highway Administration has rejected as of dubious value a proposed requirement for hand valves as supplementary braking controls on trucks or tractors.

Robert A. Kaye, director of the Bureau of Motor Carrier Safety, said: "There is no concensus among knowledgeable persons as to whether mandatory installation of hand valves on tractor-trailer combinations would result in improved safety, or would instead lead to an increase in the number and severity of accidents."

A hand valve would permit the driver of a truck or tractor towing a trailer to activate the brakes on the towed trailer without activating the truck or tractor brakes.

Credit Union Savings

Savings in credit unions in the United States increased at a near-record rate during 1971 with savings exceeding loans growth for the first time since 1967.

Credit Union National Association said savings increased by $1.8 billion—or more than 13 per cent—last year for a new record total of $15.5 billion.

Loans outstanding in the same period increased by $1.2 billion—or 9 per cent—to a new record high of $14.1 billion.

Assets, meanwhile, grew by $2 billion to a new record total of nearly $18 billion in 1970. Total credit union membership at the end of 1970 was 22.8 million.

Tax Collections

State and local tax collections at the end of fiscal, 1971, amounted to a record $94.3 billion, according to Commerce Clearing House.

The total was a leap of $6.2 billion or seven per cent over the state-local tax revenue in the preceding fiscal year.

Of the 1971 total, state taxes yielded $51 billion, up 6.6 per cent, and local levies increased 7.4 per cent to $43.3 billion.

Bell and the Blue Box

Ma Bell is having problems with what its investigators call "phone phreaks" that the 24 companies in the telephone system claim are costing them more than $500,000 annually.

The "phone phreaks" are using an inexpensive electronic gadget called a "blue box" to dial illegal (and free) long distance phone calls.

The "blue box" generates sounds and tones that can switch telephone equipment from coast to coast without cost to the caller.

So far, there have been 33 arrests resulting in 18 convictions of "phone phreaks."

Consumer Debt Rises

Consumer installment credit increased $827 million in August and was the largest gain since May, 1969, according to the Federal Reserve Board.

The August increase in consumer debt reflected lending in all major types of credit, particularly in the automobile sector.

Total installment credit outstanding at the end of August was a seasonally-adjusted figure in excess of $1 billion.

Home Record Forecast

A group of housing industry experts meeting in Washington, D.C., recently forecast that residential construction will reach an all-time high this year.

New housing units built in 1971 probably will exceed two million for the first time, according to the experts. The previous high of 1.9 million housing starts was set in 1950.

Altogether, housing construction expenditures during 1971 are expected to total almost $40 billion—34 per cent higher than last year.

Aerospace Employment

The Aerospace Industries Assn., says it expects jobs in the aerospace industry to decline another 7.7 per cent in the 12-month period that will end next June.

If the prediction comes true, it will mean a decrease of 74,000 jobs in the industry to drop the total work in that area to 894,000.

Nearly 500,000 workers—or more than one-third of the industry's total work force—was dropped from payrolls in the 1969-71 period.

● Business Subsidies

A recent survey by *The Associated Press* disclosed recently that American business receives as much as $30 billion a year in subsidies from the government—and the sum may go as high as $38 billion.

Federal handouts to business are collected in many ways: Cash payments, tax breaks, easy term loans, technical guidance, low cost services and grants routed through state and municipal "middlemen."

The *AP* reported that federal aid for private enterprise is more than twice what the government spends for all its welfare programs, 10 times what it spends to control pollution, and 15 times what it spends to fight crime.

● Merchant Marine

The United States merchant marine, once No. 1 as a world maritime power, has slipped to seventh place well below Japan and following behind the Soviet Union.

As of last May 1st, the U.S. had 699 privately owned vessels operating in merchant marine service.

Ranked first as the world merchant maritime power is Liberia with 1,800 ships. Second is Japan, followed by the United Kingdom, Norway, Greece and Russia.

● Toys and Safety

The Food and Drug Administration, following a review of toys being marketed for Christmas, says it has found the safety level of the articles much higher than in past years.

Malcolm Jensen, director of product safety for FDA—which administers the Toy Safety Act of 1969—says the agency has banned nearly 200 different types of toys in the past year because they lacked safety features or were dangerous in some other respect.

Consumer advocates, however, argued that the FDA has gone after the "easy products"—those that are obviously hazardous—and that a lot of unsafe toys still will remain on the market.

● Safety Postponement

The federal government is giving automobile manufacturers another two years before requiring them to install car occupant-protecting front seat air restraint bags.

The National Highway Traffic Safety Administration, a unit in the Transportation Department, announced it would postpone until the 1976 model year its deadline for equipping auto front seats with passive restraint system to protect occupants. At first, the deadline year was 1974.

Meanwhile, the safety agency proposes that auto makers substitute seat belts that must be buckled before starting the ignition.

● Subway Users

A New York City transportation study has found that the city's poor are not the principal users of the underground subway systems, rather, most of the passengers have above-average incomes.

The survey, conducted by the Tri-State Regional Planning Commission, discovered that 90 per cent of all subway users were city residents with incomes above average. The remaining ten per cent were almost all middle-income and upper-income suburbanites.

The conclusion reached by the commission was that New York City's poor "simply do not, or cannot, travel extensively."

● Chain Hospitals

There is a growing tendency in the health industry of chain hospital care as profit-oriented companies buy up small community hospitals and clinics.

Business Week magazine reported recently that the hospital chains are improving their profit structure by cutting services and automating some of their operation.

Some chains operate 30 to 40 hospitals. The largest, American Medicorp, had revenue of nearly $82 million in the first six months of 1971 with a profit of $4.8 million on 4,700 hospital beds scattered across the land.

● False Turf and Injuries

The National Football League Players Association has demanded that pro football club owners halt further installation of artificial turf until the union has had a chance to evaluate whether it is causing an alarming number of injuries.

This year, said the NFLPA, 42 per cent of the regular season games will be played on fake grass in 11 stadiums. The union is worried that the plastic turf will cause more and more injuries to the players.

● Another Steam Engine

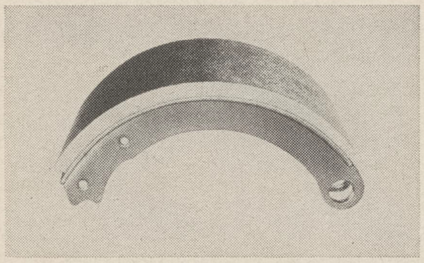
A research engineer at E. I. duPont de Nemours & Co., has invented an engine which the company says may lead to the development of a practical steam engine for automobiles.

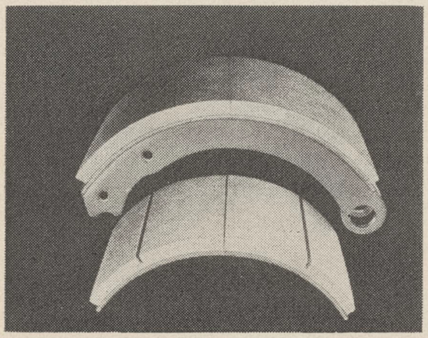
The company has received a patent for the engine which is one of a growing number of experimental devices developed in recent years in attempts to bring back the steam automobile as a means of reducing air pollution.

duPont says its engine demonstrates that several of the problems of size and complexity in the steam engine had been overcome.

WHAT'S NEW

Bonded Brakes





After several years of research and development, a highly efficient and unique braking system has been perfected that is said to offer far greater holding power than conventional assemblies.

The system is composed of a bonded brake shoe assembly, a process which the developer claims increases the overall lining area by 20 square inches and an extra margin of safety under stress conditions.

The bonding process additionally eliminates loose blocks which are caused in conventional systems when the rivets fail to hold.

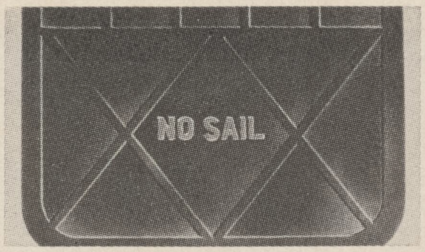
Overall life of shoes and lining is also enhanced through the new system by eliminating the deterioration of rust buildup which can cause uneven wear, rivets popping and loose linings.

Naturally, the overall improvement resulting from bonded brake linings would be the increase in safety which they provide. Dependable and strong braking power for heavy duty vehicles is the most desirable quality for any braking system and solid state, bonded assemblies seem to offer the most efficient and reliable system.

Additional attractive features of this assembly would be the increased life and the economy of saving entire brake linings from the wear and tear of scoring and heat buildup caused by the shorter lifespan of riveted linings.

●

No-Sail Flap

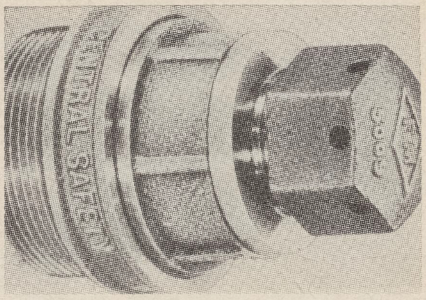


A sail-proof truck flap which is designed to provide spray protection to motorists traveling behind a rig, is now being fabricated with a 100 per cent nylon tire cord backbone for added rigidity.

The flap is composed of hard rubber impregnated with nylon fiber and is described as "immune" to cold weather.

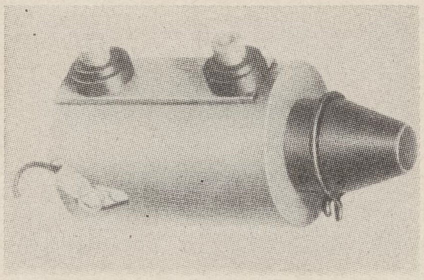
●

Drum Tap



A safety device for tapping a drum to relieve pressure and prevent flashback in flammable materials is now available. The vent fits standard 55-gallon drums. It is mechanized to close when sufficient pressure is relieved.

●

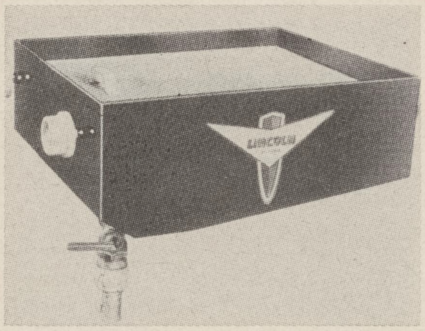


Fluid Level

To monitor the level of anti-freeze or water in a radiator, this fluid monitor is mounted on the radiator top tank and linked magnetically to a free float that indicates low fluid level either by a warning light or buzzer.

●

Drain Pan



A mobile, easy-to-use oil drain pan can provide quick and easy access to oil pans and transmissions without the mess involved in other drainage methods.

This 30-gallon pan is equipped with side mounted drain plugs as well as flanged wheels to allow the pan to ride on angle iron guides into service pits.

Pan dimensions are 29 X 23¾ X 11 inches. For additional convenience, the pan provides drain off of waste oil into a remote tank by means of a quick disconnect coupler with a quarterturn valve control.

●

Brake Chamber

A new line of all steel, reinforced brake chambers has been introduced with the high durability characteristics offered by steel products.

The chambers are resistant to damage caused by rocks, curbs, road obstructions and hard use. They are guaranteed against leakage or cracks caused by porousness.

●

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

The Secret

"I don't think any woman can keep a secret."

"My wife can. We've been married ten years and she's never told me why she's always wanting money."

Obliging

"Kind sir, could you help a man in trouble?"

"Sure, what kind of trouble do you want to get in?"

Too Small

Hostess: "Susie, will you have a second helping of ice cream?"

Susie: "Mother told me to say 'No, thank you,' but she didn't know how small the helpings would be."

Convenient

"I wouldn't exactly call him cheap," said Fothers, talking of a friend, "but he's left-handed and always keeps his money in his right-hand pocket."

Opportunity

The driver backed his dump truck too far over a fill, and the weight of the load lifted the front end off the ground several feet.

"What are you going to do now?" asked another driver.

The driver contemplated his situation, then replied: "I think I'll grease it. I'll never have a better chance."

Reason Enough

Two men, fishing on a Sunday morning, were feeling pretty guilty. One said to the other:

"I suppose we should have gone to church."

To which the second angler replied lazily: "Heck, I couldn't have gone to church, anyway. My wife is sick in bed."

The Easy Way

Dad: "Why didn't you play school with your sisters?"

Kid: "I did. I played I was absent."

Ousted

The new baby proved to have very powerful lungs. One day his brother, aged five, said to his mother: "Mother, baby came from Heaven, didn't he?"

"Yes, dear," answered the mother.

"I don't blame the angels for tossing him out, do you?"

By the Dozen

Bewildered, a guest stared at the young son of the house, who was driving nails into the dining room table.

Turning to his host he said, "It's none of my business, but don't you find it expensive letting him play like that?"

The host smiled proudly. "Not at all," he said, "I get the nails wholesale."

Generous

"Ye saved me from drooning, laddie," said Macpherson, "and I wad gladly gie ye a quarter, but I've only a 50¢ piece."

"Never mind about that," replied his rescuer. "Jump in again."

Logical

Daughter—I found a horseshoe this morning.

Mother—Do you know what that means?

Daughter—Yes, it means that some horse is running around in his stocking feet.

Fully Identified

A pretty young lady presented a check at a bank for cashing. The teller examined it, then asked, "Can you identify yourself?"

Looking puzzled, the girl dipped into her handbag and pulled out a small mirror.

She glanced in it for a moment, and then smiled. "Yes, it's me all right."

Be Prepared

An attractive young girl, visiting in Connecticut, went driving one night with one of the local Romeos. As they pulled onto a lonely section of the local beach, the car suddenly stopped. The boy gave a resigned shrug. "Out of gas," he muttered.

Nonchalantly, the girl opened her purse and pulled out a flask.

"Hey, you're are all right!" exclaimed the lady killer, "scotch or bourbon?"

"Gasoline," she said sweetly.

FIFTY YEARS AGO

in Our Magazine

MILK
BAKERY

Vol. XVIII *(From the November, 1921, issue of the TEAMSTER)* Number 11

Employment Conference Warned Against Use of Public Funds To Relieve Unemployment

A highly significant conference was recently convened in Washington, D.C. last month to discuss the problem of unemployment facing this nation. The Conference was assembled by President Harding and directed by Secretary Hoover.

The difference between what such a conference could achieve and what it actually accomplishes is very often dictated by the amount of sincerity the planners have when they set the program in motion. The conference probably held high hopes for approaching the unemployment situation from an objective viewpoint—high hopes until the opening session—when President Harding advised the participants that they were to be restricted by the fact that absolutely no public funds were to be used to offset unemployment.

Harding, isolated as he is from reality with his stoic attitudes, told the members of the conference that the culprit of our current unemployment situation is—of course—the war. The war has now been over for nearly four years and most Americans are expecting that, as a result of that splendid victory, industrial conditions should be properly adjusted.

Mr. Harding has been in office for nearly nine months, his party has been in control of Congress for a lot longer, yet we have not adopted a legislative program to face the issues of the time—such as unemployment.

Secretary Hoover was next to address the conference and he cautioned them to, "keep away from suggesting or recommending anything like legislative policy."

In view of the two restrictions laid down by the President and his cabinet spokesman, Hoover, it is a wonder that the members of the conference did not immediately disband and go about their personal business. But, because the members of this conference are generally concerned and conscientious citizens (and not politicians) they decided to remain and work within the limits set before them by the political leadership.

The first action of the conference was to recommend that all cities of over ten thousand population be requested at once to form committees and devise ways and means for opening up public employment on such projects as public buildings, roads etc., thereby giving relief to the unemployed. They further directed that in each city, under the direction of the mayor, there be appointed standing committees to keep track of the unemployed and direct efforts at finding work for these unemployed among the manufacturing operations within their limits.

Given the limitations imposed on the conference, these recommendations are the only logical ones which could have been reached. However, in view of the fact that the President has no intention of implementing a formal unemployment program, the recommendations represent a heavy-handed "buck passing" of the worst kind which illustrates a callousness inherent in the men who are today running our government.

No one can sincerely expect the cities to pick up the burden of financing an unemployment program—even if the mayors of the major cities were not politically motivated—there is little incentive to organize a program which will fail miserably because of a basic lack of resources and commitment. Furthermore, it is unlikely that industry will be motivated by such concern for humanity as to implement local programs to relieve the growing problem of unemployment.

Suffice it to say that the unemployment conference has come and gone—and nothing was done. This is just as we expected; so we are not disappointed.

Lumber Trust Profits 200% By War

The government was apparently completely swindled by the lumber industry during the war. And now, lumber magnates are planning to use their ill-gotten gains to prevent union organization by their employees.

The lumber industry has stressed the word "loyalty" in communicating to its employees on the topic of unionization. The lumbermen have even gone so far as to set up their own "company unions" in many instances.

Three years ago, during the war, these "loyal" lumbermen were selling their wares to the government at prices 2000 percent higher than they had been prior to the war. The "loyal" controllers of 80 percent of the standing timber in this nation found it necessary to jack up prices from $10-$15 per M before the war to $200-$250 per M when the country needed lumber the most.

Today, the impact of the manipulation is still being felt because these industrialists are bent on maintaining the same profit margins. Because of this, the cost of finished timber—and for that matter the cost of any piece of construction—has been tremendously inflated all the way down the line. And, completing the full circle, workers cannot afford the cost of houses built from the very timber which they themselves cut down in our nation's forests.

This Holiday Season . . .

Have Your Purchases Delivered By A TEAMSTER

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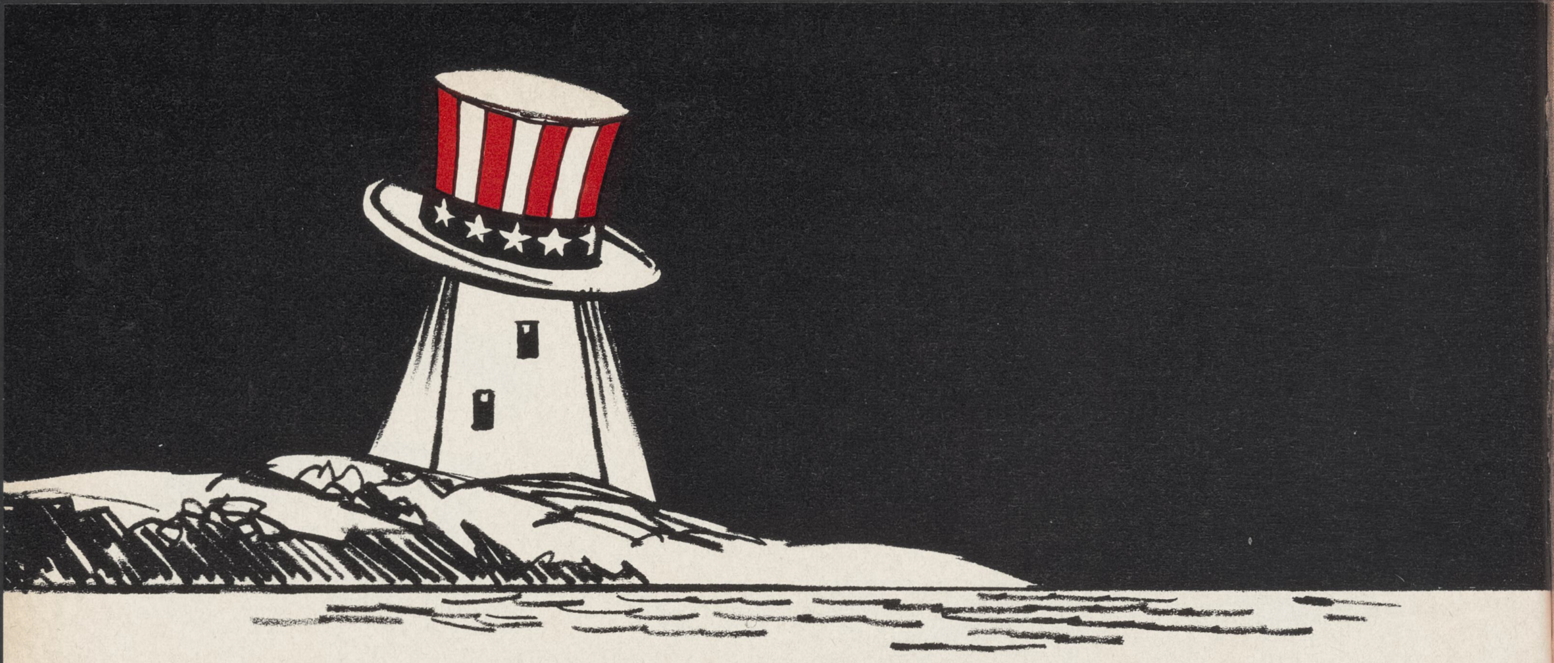
THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

DECEMBER 1971

Merry Christmas and a Happy New Year



LABOR'S PLACE IN HISTORY

GOVERNMENT INFORMATION has long been one of the ponderables of American life that has helped make it possible for private interest groups, including trade unions, to chart their courses for the future.

But now the various ships of organization across the land are in danger of foundering on a sandbar of ignorance. The reason is that the federal government is gradually removing official public information—the lighthouse of knowledge, if you will—from the chartrooms of decision. The information is still available, but government bureaucrats are volunteering it less and less. Interested parties increasingly must pry the facts from government agencies.

The trend to inaccessibility of information began a few months ago when the White House ordered the commissioner of the Bureau of Labor Statistics to drop the regular monthly news briefings on unemployment and cost-of-living. Then the BLS, a few months later, began dropping reports on unemployment figures for the ghettoes where the degree of joblessness is alarming.

Now the BLS, apparently in response to another edict from above, has decided that the so-called "City Worker's Family Budgets"—first produced in 1968 and furnished annually since then—no longer are of value to the public. They, too, will be dropped.

When the worker budgets were initially set up, they were divided into three categories: "Low Income Budget," "Moderate Income Budget," and "High Income Budget." By December of last year, the minimal low income budget needed for a breadwinner with a family of four was pegged at just under $7,000 a year. In other words, a wage earner required that amount of income to maintain his family above the poverty line.

The sudden decision to eliminate the regular family budget estimates provokes suspicion. There is the wonderment that perhaps the family budget estimates scheduled to be released this month would give off a bad reflection.

There is more than a semblance of a trend here. It is clear that the Administration, perhaps overly zealous in its desire to tone down the fearsome image of inflation in past months, has decided that it is best not to dredge up bad news for discussion.

To carry such a policy to a reasonable conclusion, it must be assumed that eventually the Administration will begin to also knock out other facts as recently reported by bureaucrats: That the official estimate of growth in the Gross National Product for 1972 has been lowered by 12 per cent; that the new official index shows that prices will rise in 1971 at least one-third faster than the 4.5 per cent so confidently predicted 10 months ago. Such information provides less than a pleasing prospect.

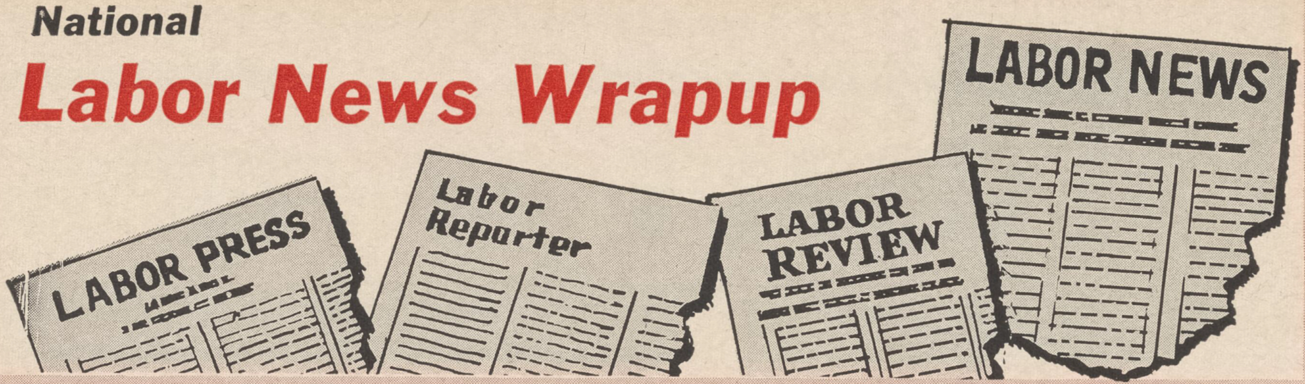
To carry it further, the government may one day shut off the faucet of good news because to publish it would perhaps agitate part of the populace: For instance, the information that corporate profits in the United States are expected to hit a near-record level for 1971 inasmuch as profits in each of the first three quarters of this year exceeded the same periods in 1970.

Once it reaches the point where the government feels that both the good and bad news should be withheld from Americans, then the citizenry will surely be stuck solid in the mud of ignorance. Few will have any knowledge of the state of the economy because there will be no government indicators to point the way.

When that time comes, each working man will have to look at himself and decide whether things are good or bad for him. And that, indeed, may pose yet another problem for the government.

National

Labor News Wrapup



WASHINGTON, D.C.—The latest Labor Department report listed 65 of 150 major job areas in the United States as suffering from "substantial"—6 per cent or more—unemployment. In addition, there are now 785 "other-than-major" areas suffering from substantial or persistent unemployment.

NEW YORK CITY—A new Labor College, sponsored by the New York City Labor Council, opened its initial classes recently with 200 trade unionists enrolled. The college is a component of the Empire State College.

MAYAGUEZ, P.R.—The National Labor Relations Board ordered a whopping backpay award of more than $132,000 against Southland Mfg., Corp. The company was found guilty 5 years ago of illegally refusing reinstatement to 49 strikers and of having locked out another 50 in a dispute.

WASHINGTON, D.C.—The U.S. Senate confirmed the appointments of Richard J. Grunewald as Assistant Secretary of Labor for Policy, Evaluation and Research, and Richard F. Schubert as Solicitor of Labor.

WASHINGTON, D.C.—Maywood Boggs, former president of the AFL-CIO Metal Trades Department, is now a special assistant in the Labor Department working in the area of the federal Occupational Safety and Health Law.

LONDON, ENGLAND—The British government's new Industrial Relations Act requires the registration of trade unions, prompting some 80 unions with more than seven million members to declare their intention to boycott the new law.

WASHINGTON, D.C.—Work stoppages during the first nine months of 1971 resulted in a decline of man-days of idleness compared with the same period in 1970. This year the figure was 2.3 working days per 1,000. The figure last year was 3.2 working days per 1,000.

BAL HARBOUR, FLA.—Delegates to the 56th convention of the AFL-CIO Building and Construction Trades Department unanimously approved constitutional revisions expected to lead to sweeping changes in construction unionism. More full authority now will be concentrated in the top offices of the department.

LOS ANGELES, CALIF.—Jewelry Local Union members in California now are laminating their union "bug" into dental plates made by the union's technician members. The "bug" can't be chewed or worn off.

VANCOUVER, B.C.—A union for unemployed workers in Canada was called for in a resolution adopted by the Woodworkers meeting in Vancouver. The union would work for legislation to aid jobless workers and provide work opportunities.

WASHINGTON, D.C.—Productivity—output per man-hours of work—increased in the private economy at an annual rate of 4.3 per cent in the third quarter of this year, according to the Bureau of Labor Statistics. The rate exceeded the 3.4 per cent rate of gain in the second quarter.

HOLLYWOOD, FLA.—Addressing the International City Management Association convention, George Romney, Secretary of Housing and Urban Development, admitted that a prime reason for the rigid wage guidelines is to weaken the trade union movement. He called the 5.5 per cent mark one way to curb "the swollen power of labor unions."

KANSAS CITY, MO.—Radio Station KBIL has donated five minutes daily to the greater Kansas City (Mo.) Central Labor Council for the airing of a labor news program emphasizing union activities and other labor events.

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Western Conference
Is Subject of
'Know Your Union' Series

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From The FIELD

Local Union President Coaches Midget Football

Comes the autumn weather and William Lickert, president of Teamster Local 205 in Pittsburgh, Pa., turns his off-time attention to coaching young football players.

Lickert heads a 7-man coaching staff that guides the McKeesport, Pa., Little Tigers who have made quite a name for themselves in midget football circles around the country.

Massachusetts Officer Dies in Accident

William McBride, secretary-treasurer of Teamster Local 157 in Boston, Mass., was killed recently when he slipped and fell under the rear wheels of a 5-axle rig while working as a toll collector on the Tobin Memorial Bridge in Boston.

McBride has been active in the union for the past 16 years, serving as steward, trustee, vice president and finally as secretary-treasurer and business representative.

Oregon Driver Honored By Conference, Council

Leonard Gray, a member of Teamster Local 81 in Portland, Ore., was honored by a luncheon sponsored by the Western Conference Teamsters and Teamster Joint Council 37 recently for his long record of accident-free driving.

Gray, a driver for Pacific Intermountain Express, has rolled up about three and one-half million miles without accident in the 26 years he has been with the company.

Including driving previous to employment with PIE, Gray has driven 40 years without accident.

Youngstown Driver Is Ohio's Best

John W. Tomalka, a member of Teamster Local 377 in Youngstown, O., recently was named "Ohio Truck Driver of the Year" by the Ohio Trucking Association's council of safety supervisors.

Tomalka has been a professional truck driver for 25 years of which the last 23 have been accident-free during a 2-million mile distance.

Besides driving for Commercial Motor Freight, Inc., Tomalka also finds time to serve as driver education trainer and safety officer for the Boardman fire department. He also has assisted in the training of emergency medical technicians for the National Ambulance Training Institute.

Kansas City Officer On College Board

Karl L. Rogers, president of Teamster Local 541 in Kansas City, Mo., recently was inducted as a member of the board of Rockhurst College, a private school in Kansas City.

Rogers was named chairman of the Harry S. Truman sports complex. He will serve on the college board for five years.

Carolina Teamster Is Recording Star

Jimmy Gene Smith, a member of Teamster Local 391 in Greensboro, N.C., and an over-the-road driver for eight years, has turned his hobby of music into a lucrative sideline.

Smith has a recording contract with a national company in Nashville, Tenn. His first release, "Jailer Bring Me Water," was a coast-to-coast hit and led to a second recording.

Minnesota Drivers Collect Clothing

For the 21st consecutive year, Teamsters Union members volunteered their services to help collect used clothing for Goodwill Industries in Minneapolis, Minn.

More than 100 drivers took part in the annual collection this year under the chairmanship of Robert Smith, secretary-treasurer of Local 638.

Sacramento Organizer Taken by Death

Joseph Morrill, an organizer for Teamster Joint Council 38 in Sacramento, Calif., died suddenly recently.

Morrill's Teamster career began in Seattle, Wash., in the 1940's and in the next decade he served as an organizer for the Western Warehouse and Produce Council. He later returned to Local 938 in Pasco, Wash.

In 1954, Morrill helped organize Local 94 in Visalia, Calif., and three years later went to Joint Council 38.

Message of the General President

The Season of Hope

THROUGHOUT the year in this column, I try to address myself to problems and considerations which are important to Teamsters as union members, as parents, as consumers, as voters, and as Americans.

Sometimes the problems are complex, and the reading is heavy. More often than not, the subject matter in this column gives rise for concern, rather than for light-heartedness and joy.

I cannot say that all of the problems have been solved. I cannot say that the complexity of issues has been simplified. I cannot say that misery and grief have disappeared.

However, this is the season of hope, as expressed in the message of Christmas: "On earth peace, good will toward men."

To me, those seven words in the Christmas message have always been one of hope. They are words which give promise that men can live in peace and can express good will to their fellow men, instead of expressions of hate and hostility.

We do have great hope this Christmas Season that our involvement in Vietnam is close to an end. It is the hope that upon U. S. withdrawal from that hostility, this country can assume the valid posture of peacemaker in other trouble spots without a credibility gap.

We do have the hope that our efforts are being turned away from war and can be directed toward useful and worthwhile pursuits, toward building rather than destroying. Certainly that is the promise of Christmas.

The end of war does not automatically mean that all of the nation's ills are over. There is much to be done on problems of great concern and of great importance to millions of Americans.

But, as a nation at peace, we can attack our domestic problems with the hope expressed in the Christmas message. And, I cannot help but believe that once we, as a nation, busy ourselves at useful work good will certainly will follow.

It is in this spirit that the International Union and the members of your general executive board enter the Christmas Season. Desperate times can become good times. Hopelessness experienced by millions can be turned into hope. And with that encouragement can come the will among men to solve their problems.

In the year ahead, your International Union will be working for you to make your membership in the union even more meaningful by broadening our outlook to attack those circumstances beyond the bargaining table which erode what is won in negotiations.

We in organized labor have much to be thankful for, even if our expectations have not been fully gained. We can look on almost any corner and find those less fortunate than we.

So, accepting the challenges ahead, and working toward the total fulfillment of the Christmas message, the picture is, indeed, bright.

On behalf of the entire general executive board, I extend to you and your families the best for the holiday season, and the hope that 1972 will bring all of us closer together in brotherhood.

Frank E. Fitzsimmons

The general executive board of the International Brotherhood of Teamsters met late last month to discuss aspects of Phase II economic stabilization. Discussion was led by Teamster General President Frank E. Fitzsimmons.

Teamster Executive Board Looks at Phase II

PHASE II of President Nixon's economic stabilization plan was the subject of a specially-called one-day meeting of the Teamster general executive board late last month in Washington, D. C.

Teamster General President Frank E. Fitzsimmons, a labor member of the Pay Board, retraced for general executive board vice presidents the formation of the Pay Board, the selection of members, and actions the board has taken thus far in formulating Phase II.

While displaying neither optimism or pessimism over the work of the Pay Board thus far, the Teamster General President was insistent that it was the obligation of the labor movement to exercise every effort to make Phase II work to control inflation.

Fitzsimmons announced that the International Union will hold meetings in the four area conferences beginning early in December to explain the effects of Phase II on collective bargaining, its effects upon present Teamster agreements and new contracts negotiated in the future.

Assisting Fitzsimmons in detailing the present developments of wage regulations by the Pay Board were his executive assistant, Weldon Mathis, and IBT Research Director Abraham Weiss. Mathis is Fitzsimmons' alternate on the Pay Board.

The Pay Board has defined wages and salaries for purposes of Phase II as all forms of direct and indirect renumeration or inducement to employees for personal services which are reasonably subject to valuation. While the definition spells things of value in detail, the general rule of thumb for collective bargaining purposes is wages and fringe benefits.

Beginning on November 14, the Pay Board initially set the general wage and salary standard for increases at 5.5 per cent.

The 5.5 per cent standard will be reviewed periodically by the Pay Board to account for factors such as long-term productivity trend of 3 per cent, cost of living trends, and the objective of reducing inflation.

Wage increases during Phase II will be policed under a three-tier structure as follows:

Pay increases for 5,000 workers or more, in one collective bargaining unit, must have Pay Board approval before they are put into effect.

Increases for over 1,000 but fewer than 5,000 workers will be reported to the Pay Board at the time the pay adjustment is made, and will be subject to review by the Pay Board.

In bargaining units of fewer than 1,000 workers, increases will be monitored by a general surveillance system of spot checks by the Internal Revenue Service.

Immediate business before the Pay Board is the adoption of reporting forms. Now that general guidelines have been established, it is expected that the precedent-setting decisions will be made on a case-by-case basis, and this should clear up many of the unresolved questions in the minds of wage earners.

For example, originally, the Cost-of-Living Council had ruled that vacations, which the COLC treats as longevity increases, earned during the 90-day wage price freeze could not be granted. However, the rule has been changed, now allowing anniversary dates for vacations completed during the freeze period to be credited and used by the employees.

Still unresolved is the question of retroactive pay, that is increases which were due during the 90-day freeze, but not allowed to go into effect. Since November 14th, increases provided for in contracts in effect when the freeze was implemented are now allowed, but recovery of that part of such increases impounded during the freeze is still in question.

Fitzsimmons was reasonably optimistic that such monies will eventually be recovered for employees affected, especially in situations where employers had raised prices in anticipation of increased labor costs.

As the *International Teamster* went to press, both House and Senate Banking Committees have written retroactivity into new legislation which gives Nixon authority to continue wage-price controls beyond April 30, 1972.

Fitzsimmons made it clear to general executive board members that his position as a labor member of the Pay Board was one of independence, giving him the flexibility to do all possible to make Phase II workable.

"It is the obligation of the International Brotherhood of Teamsters to our membership and to the country to work toward this objective," Fitzsimmons said.

Executive board members expressed their agreement with Fitzsimmons' position by passing a motion of confidence in the General President's conduct in Pay Board activities.

STATE OF THE UNION

Sanctity of Contracts

Fitzsimmons Vows Fight to Preserve Labor Agreements

FRANK E. FITZSIMMONS, Teamster general president, in a major address to the 29th meeting of the Western Conference of Teamsters in Seattle last month, declared that the sanctity of the union agreement is a foremost objective of labor members of President Nixon's Pay Board.

The Teamster leader declared that such agreements were negotiated in fairness and in equity, that such contracts are legal documents, and that they should be preserved to insure organized labor's gains over the years.

He pledged to Western Conference delegates that preservation of the existing agreements would be his foremost goal in his position as a labor member of the Pay Board.

Fitzsimmons had no quarrel with the concept of economic stabilization, acknowledging that "something had to be done to preserve the economy of this nation."

However, he voiced criticism with the Congress for not having taken action "years ago" to curb the inflation which has been eating away at the foundation of the nation's economy over the past 14 years.

Fitzsimmons explained Congressional inaction this way:

"The reason Congress doesn't act in the best interest of the public is because the Congress has no fear of the American voter."

He declared that organized labor is falling short in its political responsibility which he outlined as "electing men and women who really represent the average citizen."

But, he said, that even though labor members of the Pay Board would not win any popularity contests, their decisions—unlike some actions of Congress—would be based upon what is best for the nation as a whole.

Squelching rumors that a walk-out by labor members of the Pay Board was imminent, Fitzsimmons said that he personally would remain on the Pay Board as long as its decisions are fair to American workers. "If their rights are blatantly ignored, then will be the time to consider alternatives," Fitzsimmons said.

Obviously irritated with the pending suits which seek to harass the International Union, filed by disgruntled individuals, Fitzsimmons received a huge ovation when he declared:

"I am through," he said, "sitting back and letting our International Union be attacked by those who seek to destroy us."

He said he is instructing International Union attorneys to use all possible legal means to protect the International Union from unlawful efforts to undermine the organization and disrupt collective bargaining relationships.

The Teamster general president praised the work of the Western Conference of Teamsters, calling it and the Central, Southern and Eastern Conferences "bulwarks of strength" for the International Union.

He called upon Teamsters everywhere to continue to take the union message to the unorganized workers, to continue to police negotiated agreements as they have in the past, and to rededicate themselves to the principles which have made the Teamsters the largest single labor organization in the free world.

Upon completion of his address, Fitzsimmons reappointed International Union Vice President Einar O. Mohn to the position of International Director of the Western Conference of Teamsters.

General President Frank E. Fitzsimmons and IBT Vice President Einar O. Mohn are shown together moments after Fitzsimmons reappointed Mohn director of the Western Conference of Teamsters.

Western Conference Holds 29th Meeting

DELEGATES TO THE 29th meeting of the Western Conference of Teamsters, in Seattle, last month, charted a course for the next four years which seeks to preserve existing contracts and which urges greater participation in social and legislative problems.

Conference Director Einar O. Mohn, who was renamed to that position for the next four years, laid out a program for the next four years which received the enthusiastic support of the delegates.

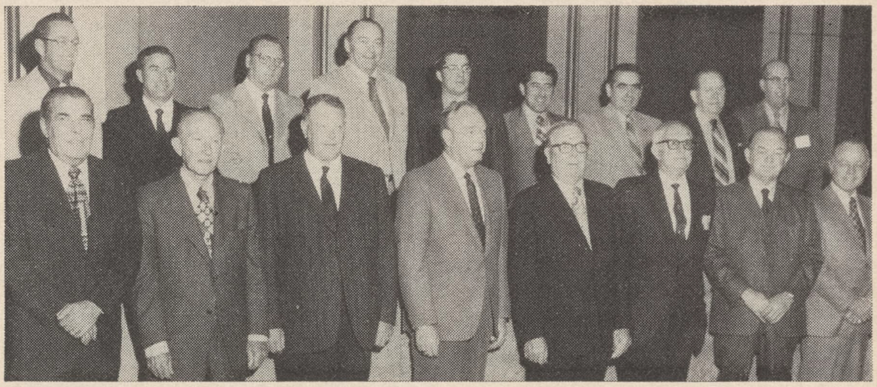
Mohn touched on such problems as legislation on pensions pending in the federal Congress, action of the courts in the area of civil rights, the high cost and poor quality of health and welfare plans, the urgent need to actively encourage the 18-21-year-olds to register and vote, and the problem of federal law which limits labor's political action while providing corporations and wealthy families with loopholes through which they funnel millions of dollars to candidates of their choice.

On pension legislation, Mohn told delegates that Congress is looking into negotiated and unilateral pensions and will probably enact legislation which will require earlier vesting and portability.

The Conference director said that local unions are busy negotiating increases in employer payments to health and welfare plans which only maintain present benefits. Mohn declared that structure and financing of negotiated health and welfare plans must be changed to insure quality health delivery for everyone. He said 20 per cent of health and welfare premiums are not buying benefits for the membership.

"I am firmly convinced," he said, "after years of research and efforts to improve the present system, that the only answer is a National Health Security Act which provides everyone with the best available care regardless of ability to pay."

Mohn declared that organized labor's hands are tied in the political field, and suggested that leaders of organized labor sit down with leaders of Democrats and Republicans to explore legislation which will give organized labor equality in political participation with large corporations and wealthy families.



Newly elected Western Conference Policy Committee, front row, from left to right: Thomas Young and Barney Volkoff, Joint Council 42; Jack Lund and Joe Edgar, Joint Council 37; Conference Director Einar O. Mohn; George Sebestyen, Joint Council 71; Frank Donovan, Joint Council 28; Mark O'Reilly, Joint Council 7. Back Row, left to right: Robert L. Rampy, Joint Council 23; Al Hill, Joint Council 67; Harry Bath, Joint Council 54; Arnie Weinmeister, Joint Council 28; Edward Lawson, Joint Council 36; Freddie Sanchez and Harry Kachadoorian, Joint Council 38; Weldell Phillips, pension trustees; and Norman Findley, Joint Council 36.

Commenting on appointments to federal, appellate and the Supreme Court, Mohn declared that:

"Judicial appointments should be made on the basis of men who really know the problems of the average citizen and men who will not take dictation from anyone."

He noted that gains labor has made over the years can be wiped away by one court decision.

The Conference director also devoted considerable attention to the problem of minority hiring, and appraised the delegates of settlements being worked out between employers and the Justice Department, one which would require the employer to hire one black and one white until a 20 per cent minority employment is reached.

Where there are no minority employees in the freight industry, Mohn said, one decision would give minority members the right to bump upward with full terminal seniority and be given time to qualify for the job.

Chief counsel for the International Union David Previant, gave a detailed analysis of the remedy processes being implemented by the courts and by the Justice Department, as a supplement to Mohn's remarks.

Mohn also called for more concern for retired Teamster members. Declaring that it is unfair and unjust to forget members on retirement, he urged support for a conference resolution establishing an organization at the Conference level with a full-time director to develop programs and coordinate activities of Joint Council and Local Union retiree organizations already in existence.

WCT Resolutions

Delegates Support Health Measure, Deplore Electronic Snooping Tactics

Delegates to the 29th meeting of the Western Conference of Teamsters, in Seattle, last month adopted the following resolutions:

- Unalterably opposed utilization of wire-tapping and other electronic surveillance devices and directing union officers to support programs designed to deter and halt such tactics by government and private agencies.
- Commended General President Fitzsimmons for his efforts on behalf of labor on the Pay Board and pledged the support of the Western Conference to his efforts.
- Called for the creation of a West-

ern Conference retiree organization with a full time director to develop programs to help retired members.

- Demanded immediate congressional passage of the Health Security Act and called on President Nixon to provide the leadership in moving the measure.
- Committed the Conference to sponsoring and promoting effective, realistic programs to register young voters from 18 to 25 years.
- Urged delegates and officers to write their Congressmen and Senators urging passage of HR 9 and HR 567 extending the terms of officers of locals and joint councils from 3 to 5 years.
- Adopted a policy of negotiating funds in Teamster contracts to support training programs in the trucking industry.

The resolution calling for a halt in electronic surveillance of citizens said the snooping was not only for the purpose of capturing and convicting criminals, but was being used to coerce and intimidate individuals on their political and economic views.

These actions, the resolution declared, was in direct conflict with the Constitution and principles of American justice and inevitably will result in "great detriment and harm to our democratic institutions."

Retirees

The resolution establishing a retiree organization at the Conference level with a full time director pointed to retired Teamsters as citizens who want to participate in local and state affairs and programs directed toward self-betterment.

It also revealed that there are now organizations of retired Teamsters in several areas.

Health Care

The resolution demanding passage of the National Health Security Act said every American was entitled by right to the best care medical science can offer. Furthermore, it said, the country is divided into camps of medically-disadvantaged while the nation has the resources to assure everyone appropriate health care.

These resources, it charged, are being wasted and rationed, depriving millions of needed health care while others face financial disaster with major medical illnesses.

It said passage of the National Health Care Act was the only proposal capable of "correcting the mistakes, ending medical neglect and filling the promises of the past."

Registration

The resolve committing the Teamsters to registering the young pointed up the four and one-half million youth and young adults who have never participated in a national election, but at the same time many of them are challenging the adequacy and effectiveness of the political structure.

It is essential that they be registered, the resolve declared, so they can participate in governmental process and determine for themselves whether the system relates to their needs.

Officers' Terms

Both Mohn and Fitzsimmons in their addresses pointed to the necessity for extending the terms of local union and council officers as provided in House Resolutions 9 and 567 which the delegates endorsed for passage in a resolution.

Mohn said there was no profit to the members or their union in a continual turnover of officers. "There's too much to be learned in conducting a local union, negotiating contracts, handling grievances and the score of other duties and responsibilities local union officers share to expect them to learn in three years," Mohn said.

Fitzsimmons said the Landrum-Griffin Act which arbitrarily established the terms in 1959 was no longer current or needed, and said it would be to the benefit of members to have longer terms for their officers.

Training Funds

Joint Council 42's resolution calling for negotiated funds to train drivers was unanimously passed. The resolve pointed up the success of the Transportation Opportunity Program sponsored by the Council and funded by government.

The resolve said such funding was getting harder to obtain, companies are becoming increasingly aware of the need for trained, competent drivers, members benefited by upgrading and the disadvantaged, minorities and others were given a real opportunity to become self-sustaining, taxpaying citizens.

If negotiated nationally, TOP training programs could be set up across the nation and the advantages extended from coast to coast.

Jolly Boss Pays for Yule Trick

An employer who laid off his employees two weeks before Christmas last year was considered "hostile" and in error by the National Labor Relations Board in a recent ruling.

The decision involved Federal Copper & Aluminum Co., of College Grove, Tenn., and Teamster Local 327 of Nashville, Tenn., which was conducting an organizing campaign at the time of the employer's illegal act.

Agreeing with the trial examiner, the Board found that the record failed to substantiate the company's contention that the layoffs were based solely on economic considerations.

Rather, concluded the Board, the employer was motivated by hostility to Local 327.

The Board relied particularly on timing of the layoffs a few days after Local 327 filed a petition for a representation election. Also considered was the employer's anti-union conduct which included interrogation, threats of loss of benefits and plant closing, also threats of work reduction, and finally, promises of no reprisals and maintenance of current benefits if the union was rejected.

Refusal

Finally, there was the company's discriminatory refusal to rehire one employee, Albert Boyce.

The Board noted there had never previously been layoffs because of low volume of sales in December and that the plant manager, who had day-to-day responsibility for operations, was not consulted about the matter. Furthermore, the employer did not take other steps to effect operational economies—such as curtailing overtime.

Federal was ordered by the Board to cease the illegal activity, offer reinstatement to Boyce and make him whole for losses suffered, and reimburse laid off employees for losses suffered by the discrimination.

● Raises at 8%

Wage rate increases agreed upon in major collective bargaining agreements during the first nine months of 1971 averaged 8 per cent a year over the life of the contract.

California Local Wins NLRB Ruling

The National Labor Relations Board upheld the trial examiner's conclusion recently that Scarborough Lumber & Building Supply, Inc., of Scotts Valley, Calif., discriminatorily laid off Donald McMurray because of his activities for Teamster Local 912 of Watsonville, Calif.

The examiner found that the company was informed of Local 912's organizational activity and McMurray's participation in its campaign three days before the layoff. The employer's reasons for the layoff were unconvincing, said the examiner. Also, the employer had evidenced hostility to the union as shown by a threat to close the plant for a year if the union was successful in its organizing campaign.

Scarborough was ordered by the Board to cease the unlawful activity and reinstate McMurray with backpay.

Safety Changes Proposed In Construction

The Department of Labor has announced proposed changes in safety regulations for construction vehicles.

The proposals would cover rollover protective structures and overhead protection.

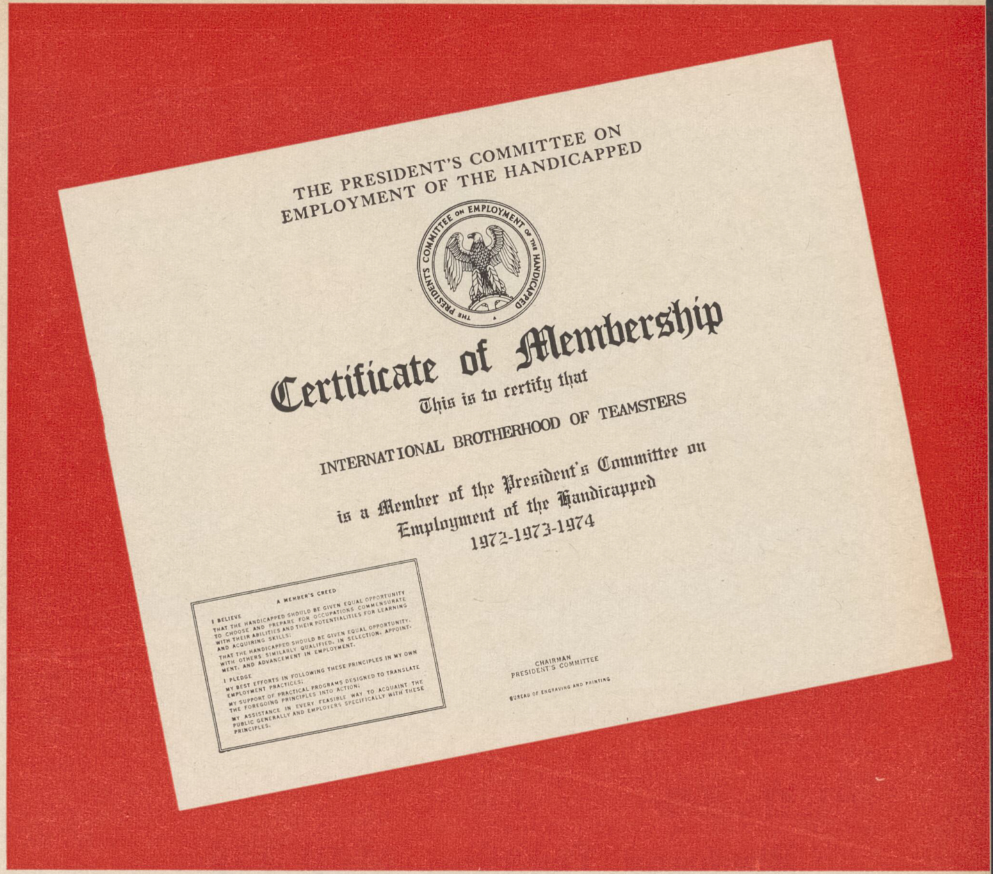
George C. Guenther, Assistant Secretary of Labor for Occupational Safety and Health, also announced proposed revisions in safety standards affecting access roadways and grades.

He said that under the proposed standards, roll-over structures must be designed "to protect the operator from being crushed during a roll-over or upset," and must be able to bear at least double the weight of the machine.

Affected by the amendments would be the following types of material handling equipment: All rubber-tired, self-propelled scrapers, front-end loaders and bulldozers as well as agricultural and industrial tractors, crawler tractors, crawler-type loaders and motor graders used in construction work.

● Apprentices

The number of registered apprentices in all trades hit a record 280,000 last year, according to the Labor Department.



THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF THE HANDICAPPED

Certificate of Membership
This is to certify that
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
is a Member of the President's Committee on
Employment of the Handicapped
1972-1973-1974

A MEMBER'S CREED

I BELIEVE
THAT THE HANDICAPPED SHOULD BE GIVEN EQUAL OPPORTUNITY TO CHOOSE AND PREPARE FOR OCCUPATIONS COMMENSURATE WITH THEIR ABILITIES AND THEIR POTENTIALITIES FOR LEARNING AND ACQUIRING SKILLS;
THAT THE HANDICAPPED SHOULD BE GIVEN EQUAL OPPORTUNITY, WITH OTHERS SIMILARLY QUALIFIED, IN SELECTION, APPOINTMENT, AND ADVANCEMENT IN EMPLOYMENT.

I PLEDGE
MY BEST EFFORTS IN FOLLOWING THESE PRINCIPLES IN MY OWN EMPLOYMENT PRACTICES;
MY SUPPORT OF PRACTICAL PROGRAMS DESIGNED TO TRANSLATE THE FOREGOING PRINCIPLES INTO ACTION;
MY ASSISTANCE IN EVERY FEASIBLE WAY TO ACQUAINT THE PUBLIC GENERALLY AND EMPLOYERS SPECIFICALLY WITH THESE PRINCIPLES.

CHAIRMAN
PRESIDENT'S COMMITTEE

BUREAU OF ENGRAVING AND PRINTING

President Appoints Fitzsimmons To Employ Handicapped Committee

Frank E. Fitzsimmons, General President of the International Brotherhood of Teamsters, has been appointed to the President's Committee on Employment of the Handicapped.

Said Fitzsimmons of the appointment:

"I am most happy for the opportunity to represent my organization on this very important committee.

"Representing more than two million workers, we in the Teamsters know from experience that handicapped persons make excellent workers.

"We have witnessed their excellent productivity in the plants and work places all over the country. Their pride in their job, their work habits, and their attendance records are without peer.

"The thrust of this committee is to utilize valuable manpower, rather than to encourage great human waste by denying employment to the handicapped. Adherence to the slogan, 'Employ the Handicapped,' is not only humanitarian, it is also good business practice.

"We in the Teamsters are 100 per cent behind the President's Committee, and through my membership will work to make its goals a reality."

A MEMBER'S CREED

I believe

that the handicapped should be given equal opportunity to choose and prepare for occupations commensurate with their abilities and their potentialities for learning and acquiring skills;

that the handicapped should be given equal opportunity, with others similarly qualified, in selection, appointment, and advancement in employment.

I pledge

my best efforts in following these principles in my own employment practices;

my support of practical programs designed to translate the foregoing principles into action;

my assistance in every feasible way to acquaint the public generally and employers specifically with these principles.

These happy members of Teamster Local 992 wave their checks totaling nearly $150,000 as a result of an NLRB decision upheld by the courts in the case of a West Virginia employer. Shown with the Teamsters are Local 992 officers E. W. Butler, secretary-treasurer; William Neidig, president, and Harold Miller, business representatives.

In W. Va.

Backpay Totaling $149,328 Goes to 35 at Local 992

Thirty-five members of Teamster Local 992 in Hagerstown, Md.,—employees of Pennsylvania Glass Sand Corp., in Berkeley Springs, W.Va.—recently received combined backpay totaling $149,328.16 as a result of a National Labor Relations Board ruling.

Averaging out at better than $4,266 per member, the backpay award was the highest ever obtained in the states of West Virginia or Maryland and represents one of the highest such awards in the history of the Board since its inception in 1935.

The award concluded litigation that began in 1967 when Local 992 struck and organized the employees of the glass and sand company.

Both the NLRB and the U.S. Court of Appeals held that it was an unfair labor practice strike and that employees discharged by the company at the time were fired illegally.

As a result of the court's decision upholding the NLRB ruling, the 35 workers all were ordered reinstated to their jobs. Local 992 now represents more than 300 workers at the company's two plants and has successfully negotiated collective bargaining agreements there.

E. W. Butler, Local 992 secretary-treasurer, expressed appreciation for 100 per cent support through the strike and resulting litigation to General President Frank E. Fitzsimmons, General Secretary-Treasurer Thomas E. Flynn— head of the Eastern Conference of Teamsters at the time the dispute flared up—and IBT Vice President Joseph Trerotola, current director of the ECT.

Airline Div. Wins Ballot At Icelandic

The Teamsters Union Airline Division recently won a representation election conducted by the National Mediation Board at Icelandic Airlines.

Approximately 80 mechanics and cleaners based in Washington, D.C., were eligible to ballot. The vote count was 38 for the Teamsters, 18 for another union, and three ballots were voided.

Negotiations will get underway on a contract when certification is received from the Board.

Retiree Writes Letter

Dear Bro. Fitzsimmons:

I would like to express my appreciation to the Teamsters Union for the many benefits I received and for the pension I am now receiving. I am most grateful to Local 142 of Gary, Ind., and Wenham Transportation of Cleveland, O., for their efforts in making my retirement possible. I retired earlier this year after 23 years' service. Here is wishing all of you continued success.

Fraternally,
James H. Speer,
Van Wert, Ohio

Safety Violations Run High

The Department of Labor's new Occupational Safety and Health Administration conducted a total of 5,633 inspections in establishments employing 1,045,173 workers during its first five months of operation.

In all, 12,904 violations of job safety and health standards were alleged in 2,159 citations to employers.

Only 21 per cent of the work places inspected were found to be in compliance with the law, according to the Labor Department.

NLRB Man Offers Remedy For Problem

John M. Fanning, senior member of the National Labor Relations Board, told a seminar in Tennessee recently that the No. 1 problem facing the Board is how to correct the situation in which an employer refuses to bargain.

Fanning said he is convinced the solution is legislation—preferably an amendment to the National Labor Relations Act that would "take the profit out of refusal to bargain."

● Eligibility

Some 20,000 workers who have lost their jobs due to increased imports have been certified as eligible for assistance since December, 1969, under the Trade Expansion Act of 1962.

In New Jersey

$250,000 Settlement Won For 30 Bayway Teamsters

A 6-year court battle ended in early November when the Humble Oil & Refining Co., lost a final court decision over $250,000 in disputed severance pay due 30 members of Teamster Local 877 of Linden, N.J.

The 30 workers had been discharged at Humble's Bayway refinery following a 101-day strike at the plant which finally was settled with a contract in January, 1965.

Originally 52 Bayway employees were given severance pay following their post-strike discharge. Later, the company agreed to take them back if they returned the severance. Twenty-two of the workers refused the offer while the others accepted it under protest and either made lump sum returns or returned the money in periodic payments.

Local 877 objected to this procedure, however, claiming the workers should not have to repay the money since the men had been severed from their jobs.

Humble and the Teamsters agreed to go to arbitration. When the arbitrator ruled in favor of the workers, the company claimed it was an issue not subject to arbitration and took the matter to court.

After years of litigation, the Teamster position was upheld by a federal district judge and last August, the court's ruling was further upheld by a federal court of appeals.

Joseph T. Driscoll, president of Local 877, said the $250,000 award will go to 28 members of the local union and to the surviving members of families of workers who died during the lengthy litigation.

Still at issue is the question of interest due the Teamsters on the $250,000 award. The company claims it does not have to pay interest, but Local 877 has filed suit to win interest on the money at the rate of 6 per cent for the 1966-68 period and 7.5 per cent for the 1969-71 period.

A meeting of all unions with members under contract to Esso's Humble Oil refineries and other units is planned for Baytown, Tex., Dec. 10-11, to consider establishing a council of Esso unions with the ultimate aim of setting up a company-wide bargaining program.

Labor Dept. Revises History Book

A revised edition of the booklet, "Important Events in American Labor History, 1778-1971," has been published by the Labor Department.

The 35-page booklet traces labor's history from 1778 to February of this year.

The volume may be requested from: Office of Information, U.S. Department of Labor, 1317 Filbert St., Philadelphia, Pa., 19107.

Coordinator

Ira L. Farmer, president of Teamster Local 100 in Cincinnati, O., has been named labor representative to the American Cancer Society in Hamilton County, O., and will coordinate cancer education programs for union members and their families.

$600 Backpay

Edward Feiker (center), a member of Teamster Local 120 in St. Paul, Minn., is shown happily receiving a check for $600 due for additional vacation time pay upon retirement from his job at Gateway Transportation Co. Raymond Hogan (left), Local 120 secretary-treasurer, and Donald Rognstad, steward, pressed the case with the company successfully to win the money due Feiker.

Cost of Living Council Approves Dues, Per Capita Increases

DELEGATES to the International Union convention in July, 1971, amended the International Union constitution to provide for minimum local union dues of $7 per month, effective October, 1971, and $8 minimum local union dues effective October 1, 1973.

These increases were caught in President Nixon's wage-price freeze and were not put into effect by the International Union.

On November 10, 1971, the Cost of Living Council announced that dues payments to unions and other types of non-profit organizations are exempt from controls under Phase II of the President's economic program.

Accordingly, beginning January 1, 1972, minimum dues for all members will be $7, until October 1, 1973, when minimum dues will be $8.

Additionally, each local union will pay a per capita tax to the International Union of $1.85 per member per month, effective January 1, 1972, and a monthly per capita tax of $2.15 per member effective October 1, 1973.

Delegates to the convention reasoned that dues for members and per capita tax to the International Union had remained stable for five years during which time the nation experienced the wildest runaway inflation in its history.

During this time, the cost of representing the member on the job rose proportionately, or in some cases even more rapidly than the rise in the cost of living.

Many local unions were in serious financial binds. So, to insure that local unions and the International Union are financially secure for the next five years to represent the member on the job, delegates took the action to increase the dues and per capita tax as outlined above.

Backpay Award

Tom Baker (center), a member of Teamster Local 107 in Philadelphia, Pa., happily receives a backpay check for $2,711 from Sears & Roebuck. With Baker are (left to right): Roy Bakeoven, steward; Bill Feeney, business agent; Baker; Norman Urian, steward, and Vince Fenerty, business agent.

Communication Division NYC Meeting

The Teamsters Union Communications Trade Division met in conference at New York City recently to consider organizing programs, contract negotiations and special problems relating to computerization of the industry.

Joseph P. Selly, CTD president, complimented Teamster Local 959 of Anchorage, Alaska, and Jesse L. Carr, secretary-treasurer of the local union, for negotiating the finest contract in the industry covering about 600 telephone workers employed in Alaska by RCA Alascom. He also complimented Bruce Risley, division organizer, who assisted in the organizing campaign and negotiations with the company.

Selly also noted the tremendous victory of organization and contract negotiation for some 100 workers employed by Western Union International Telephone Answering Service in Chicago and Cicero, Ill. Dan Kane, secretary-treasurer of Teamster Local 111 in New York City, and Bill Gaffey, Local 111 trustee, played prominent roles in that campaign.

Appreciation was expressed by Selly to General President Frank E. Fitzsimmons and the "generous support of the International Union (without which) it would not have been possible for us to have achieved the splendid victories cited above." He also expressed appreciation for the aid of IBT Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, and other members of the general executive board for their help in the campaigns.

Delegates to the meeting reelected Selly without opposition. Vincent Attardi, president of Teamster Local 10 in New York City, was elected secretary-treasurer of the division.

● RTW Revives

Supporters of the "Right-to-Work" are back at it again, this time with a bill introduced in the House of Representatives that would erase from two federal labor laws authority to make collective bargaining contracts with membership in a union included as a condition of employment.

Introducing the measure was Rep. Sam Steiger (R-Ariz.) with 17 cosponsors. The bill would amend both the National Labor Relations Act and the Railway Labor Act.

Vet Commander

Nicholas Raimo (right), a member of Teamster Local 843 in Union, N.J., receives congratulations from Congressman Peter W. Rodino, Jr., 10th district of New Jersey, after being installed as commander of the Italian American War Veterans in New Jersey.

Buying Power Drops During Price Rise

For the second month in a row, Labor Department figures confirmed unions' fears—that President Nixon's Phase I wage-price freeze would function to the detriment of workers and their families.

The Bureau of Labor Statistics reported that the Consumer Price Index rose one-tenth of one per cent seasonally adjusted in October to 122.6 per cent of the 1967 average of 100—the second full month of the price freeze.

Although this overall monthly increase is not usually considered statistically significant and was less than a two-tenths of one per cent increase in September, an analysis of the Index showed there were price increases in a number of commodity and service components supposedly frozen.

The October Index was up 3.8 per cent over the year, representing some improvement in the price picture since prices have been up four per cent and more over the year for most months of 1971.

Meanwhile, average gross weekly earnings of workers on private payrolls were $129.11, virtually unchanged from September.

Special Service

Language Program Developed For Chinatown Teamsters

Teamster Local 856 of San Francisco, Calif., has inaugurated a language program to give instruction in basic English to the union's members who live and work in the city's picturesque Chinatown.

Ultimately, according to Rudy Tham, secretary-treasurer of Local 856, it is hoped to make the program available to all residents of Chinatown who are interested in becoming versed in English.

Tham estimated that about 60 per cent of San Francisco's 100,000 Chinese either cannot speak or write English—a deficiency that proves to be a great barrier in terms of job opportunities.

Barrier Discovered

Local 856 discovered the barrier when it successfully launched an organizing campaign which resulted in signing up some 300 employees of export-import firms, noodle factories and meat plants in Chinatown.

Members of this newly-organized group of Teamsters now have the opportunity of attending classes three times a week to gain practical instruction. The teaching is done through cassette tape recorders of which 25 were purchased to assist instructors.

Diviny Lends Hand

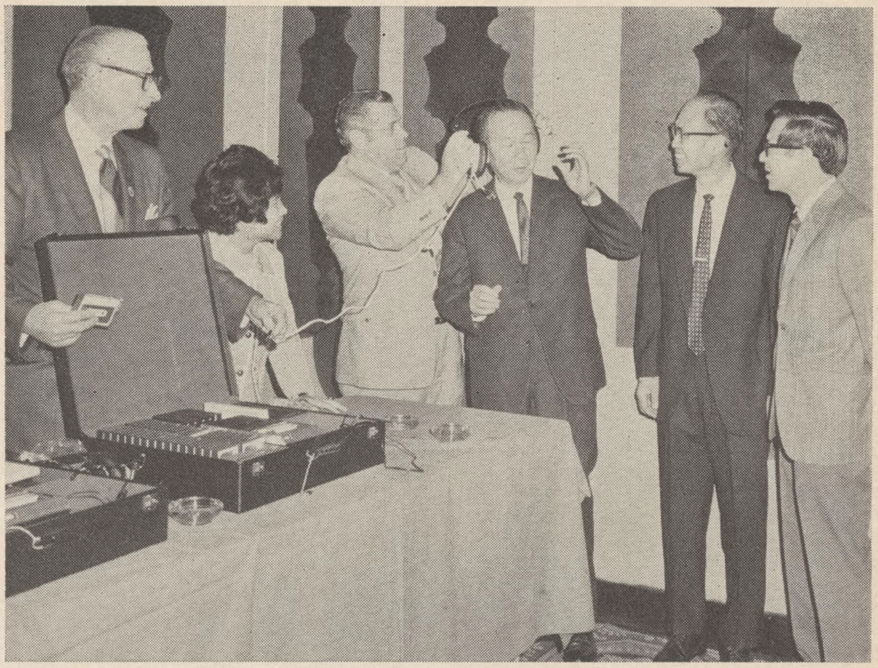
Assisting in the program is IBT Vice President Joseph Diviny of San Francisco. He joined with Tham recently in a demonstration of the teaching technique which has won a good response from Chinese Teamsters wishing to continue their education.

• Georgia Win

Employees of Purity Sugar Cone Co., and Purity Paper Tube Co., in Albany, Ga., voted unanimously for representation by Teamster Local 528 of Atlanta, Ga., in a recent National Labor Relations Board election.

Joe Vaske, Local 528 secretary-treasurer, said 45 mechanic operators, packers and truck drivers were eligible to ballot. All but one voted in the election.

The company produces ice cream cones and paper tubes.



IBT Vice President Joseph Diviny (left) of San Francisco and Rudy Tham (second from left) of Teamster Local 856 demonstrate a new teaching technique offered Chinese members of the local union who wish to learn English.

What Is the Proposed Health Security Act?

Would It Solve The Health Care Crisis in the United States?

IN THE September, 1971, issue of *The International Teamster* magazine, the alarming facts and figures about the crisis in health care in the United States were presented in detail. That article endorsed the Health Security Act now being considered by the Congress of the United States.

In this article, *The International Teamster* presents a detailed analysis of the Health Security Act, which is a top priority item on organized labor's legislative agenda.

Specifically detailed are benefits under the Health Security Act, financing and cost controls, how the Act would modernize health care for Americans, quality controls under the Act, how the Act would promote adequate health manpower, how the Act presents opportunities for consumers of health care, and how the national health plan would be administered.

Purposes of the Health Security Program

1. To make high quality health care a matter of right.
2. To provide health service benefits for all residents of the United States.
3. To improve the organization and method of providing personal health care services, increasing their availability, controlling costs, and assuring quality.
4. To increase the supply of health manpower and facilities.

Benefits Under the Health Security Act

Physician Services — All necessary physician services will be covered—primary medical services, furnished by general practitioners or other primary physicians, and specialized services, including surgery if furnished by a specialist on referral.

Institutional Services — All necessary hospital services, hospital-affiliated skilled nursing home care, approved outpatient services, and home health care will be covered without limit. Included are pathology, radiology and all other necessary services. Other skilled nursing home care will be covered up to 120 days.

Psychiatric Services—Active psychiatric treatment to an outpatient will be covered, including preventive, diagnostic, therapeutic, and rehabilitative treatment. No limitations if furnished by a comprehensive health service organization, hospital, or other approved mental health facility. Otherwise, there will be a limit of 20 consultations a year. Forty-five (45) days of inpatient psychiatric care will be covered. Sixty (60) days of treatment in a mental day care clinic will be covered.

Dental Services — Dental benefits will be initially limited to those under 15. Benefits include cleanings, fillings, diagnostic and therapeutic services (except most orthodontic work). Everyone, regardless of age, will be covered for rehabilitation following injury, disability or disease. Eligibility for all benefits will increase until everyone is covered. Persons covered initially are entitled to benefits for life.

Medicines—All medicines provided to inpatients and outpatients by a hospital, and to persons enrolled in comprehensive group practice plans will be covered. Otherwise, drug coverage is limited to chronic conditions requiring long and costly drug therapy. Safety, effectiveness and reasonable cost of drugs will be assured.

Devices, Appliances and Equipment—Coverage will be provided for approved therapeutic devices, appliances (including eyeglasses and prosthetic devices) and equipment.

Other Professional and Supporting Services—Other covered services include optometrists; podiatrists; independent pathology laboratories; independent radiology services; ambulance services; and other professional services (for example, nutritionist) provided as a part of institutional care or comprehensive health services organization.

No Maximum on Benefits—There will be no cut-off point in dollars, numbers of days or age (except as noted earlier).

No Fine Print—There will be no exclusion of coverage for pre-existing conditions; no limitations on physical examinations and other preventive medical services; no co-insurance; no deductibles; no waiting periods.

No Bills — Health Security will make *all* payments directly to the providers of health care. *No* bills will be sent to the patient.

Financing and Cost Controls

Cost of Health Security will be established and budgeted annually.

Financing—The money to pay benefits will be guaranteed through the Health Security Trust Fund (similar to the Social Security Trust Fund). Money will be raised from these sources:

50 per cent from federal general tax revenues.

36 per cent from a tax (3.5%) on employer payrolls.

12 per cent from a tax (1%) on wages and unearned income up to $15,000 a year.

2 per cent from a tax (2.5%) on income of the self-employed up to $15,000 a year.

Employers may pay all or part of the workers' contribution if agreed to in collective bargaining.

Revenue Sharing—Health Security will pay more than $3 billion in health care expenditures now paid by State and local governments, through Medicaid, public assistance programs, city and county hospitals and medical programs. State and local governments also will be exempt from paying the employers' tax. Saving: $3.2 billion.

Budgeting—Health Security will require prior budgeting for the costs of personal health services. Cost of the program will be controlled.

Planning — The budgetary process will strengthen local, state and regional planning. It will encourage efficiency. Emphasis on expensive hospital care will be reversed, prevention and use of out-patient facilities will be stressed.

Expenditures—Size of the Trust Fund will be set by health benefits taxes and federal general revenue contributions. A percentage will be set aside for contingency reserves and the Resources Development Fund. Remaining funds will be allocated to the ten HEW regions of the country. Allocations will be guided by actual spending and needs.

The Health Security Board will budget funds for each of the regions for each category of benefits from the total allocated to the region. Each region will determine its needs and priorities.

Example: New England might allocate more for hospital services, while the Rocky Mountain area might budget less for hospital services, using the difference to support emergency transportation for rural areas.

Payment to Providers—Hospitals, skilled nursing homes, and other institutions will operate on approved budgets. Institutions will develop their budgets, assisted by regional and local Health Security offices. The budgets will be reviewed and approved at the regional level.

Funds allocated for payment to individual providers (physicians, dentists, optometrists, etc.) will be distributed to local areas within the region on a per capita basis. The budgeted amount will be divided between the different providers according to the number of consumers who elect to receive care from those providers.

Example: In a city of 100,000 people, 25,000 may enroll in comprehensive health service organizations. If the amount budgeted for physician services in that area is $65 per person, Health Security will pay these organizations $1,625,000 ($65 × 25,000) for physicians' services. The other 75,000 individuals elect to receive physician services from fee-for-service practitioners. Health Security will create a fund of $4,875,000 ($65 × 75,000) to pay all fee-for-service bills submitted in accordance with a fee schedule set by the Board.

Providers must not charge patients for any service provided as a benefit under Health Security. Full payment will be made directly to the provider or agency representing him. No bill will be sent to the patient.

Comprehensive group practice organizations and professional foundations which accept responsibility for providing or securing all covered services for a defined population will receive the total amount budgeted for all services. Thus, they will share in any savings achieved by reducing costs.

Modernizing Health Care

Health Security has been designed to encourage organization of health services involving teams of professional, technical and supporting personnel paid through per capita payments.

Resources Development Fund—This fund will increase health resources, encourage new organized programs of health services, and expand and better organize existing programs. The fund will be formed: first, by appropriations for the time between enactment and when benefits begin, so that improvements can get underway immediately, and, later, by taking a percentage of the Trust Fund (2% the first year, increasing to 5% a year).

Incentives for Organized Services—Comprehensive health service organizations will be given special incentives, as well as medical or dental foundations accepting budgeted capitation payments.

Quality Controls

Health Security will establish national standards for participation by both individual and institutional providers. These standards will upgrade the quality of care, encourage appropriate use of manpower, and promote sound planning of facilities.

Professional Practitioners—Initially, physicians, dentists, osteopaths, optometrists and podiatrists licensed to practice in a state will be eligible to take part in the program as long as they meet continuing education requirements. National standards will be established for professional personnel licensed after the program begins and requirements will be set for their continuing education. Payments for surgery will be restricted to qualified specialists (except in emergency).

Institutions—Hospitals, skilled nursing homes, home health agencies, medical or dental foundations, and comprehensive group practice programs will be eligible to participate if they meet established national standards.

Federal law will supersede state statutes which restrict the development of group practice programs.

Institutions will be encouraged to establish working relationships with other providers of care guaranteeing a patient continuous appropriate treatment. Institutions refusing to comply with local and regional plans will not be eligible to participate.

Health Manpower Support

Success of a national health program will depend on an adequate supply and appropriate distribution of health manpower. National Health Security would be an empty promise if adequate resources did not exist.

Health Security will actively promote efficient organization of health manpower, provide funds for special training of physicians, dentists and other health workers, and apply financial incentives to encourage health manpower to locate in medically-deprived areas.

Organizations — Payment for services will recognize costs incurred by organizations supporting training of health professionals. The full cost of employing personnel, such as nurses, nutritionists, community health workers, will be paid. This will extend the ability of physicians to provide care and give the consumer the full range of health services.

Education and Training — Funds will be provided to expand training and upgrade skills of health professionals—pediatric nurse practitioners, physicians' assistants, dental hygienists.

Distribution — Financial incentives, including special stipends, will promote the best possible distribution of health manpower.

Opportunities for the Consumer

Successful health programs must have greater concern for the consumer.

Health Security will rely on the development of new, consumer-oriented, comprehensive health service organizations to provide better health care for consumers. Two methods will be used: the Resources Development Fund will help create and expand these organizations even before the benefit program begins; payment procedures will recognize their superior value in providing more efficient and higher quality care.

Consumer organizations will be encouraged to give health care a high priority in their overall activities and to sponsor and develop similar community-wide health care organizations.

Effective participation by consumers at all levels in policy formulation and program development will be guaranteed. Consumer representatives will be a majority on all advisory councils which will assist in the administration of the program on national, regional and local levels. There will be public control of the basic policies governing the program, and full public accountability for its financial and operational activities.

Administration

Health Security is a *health* program. It will be equally concerned with assuring the availability of health services, improving the quality of health care, and controlling health costs. These are not incompatible; they are interlocked and all three must be dealt with simultaneously.

Health Security will deal with these problems on several levels:

Nationally—Health Security policy and regulations will be established by a five-member, full-time Health Security Board, appointed by the President and serving under the Secretary of Health, Education, and Welfare. An Executive Director, appointed by the Board, will administer the program.

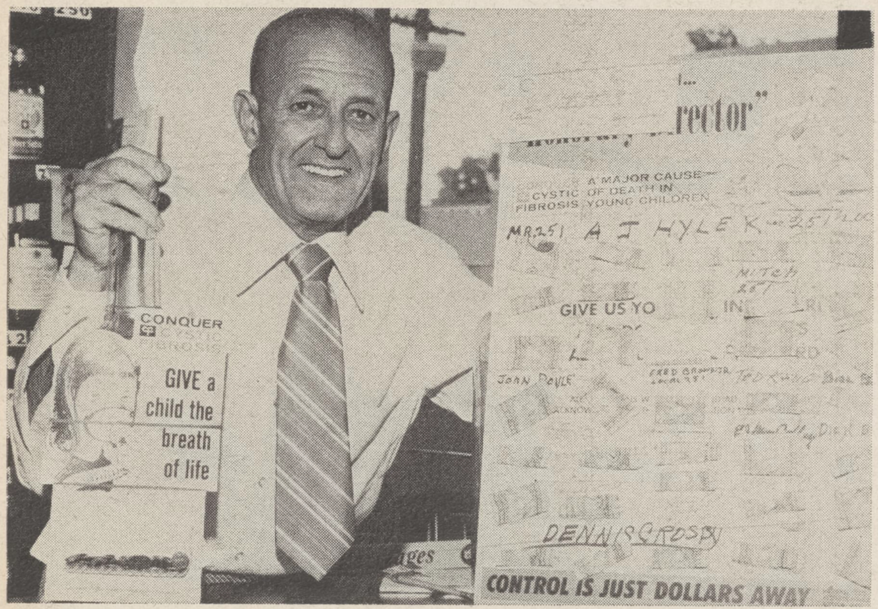
An Advisory Council to the Board will be consulted regularly in developing policy and regulations. Consumer representatives will constitute a majority on this Council.

The HEW Secretary, the Board and the Executive Director will coordinate Health Security with existing HEW and State and regional programs.

The Health Security Board will control expenditures from the Trust Fund, establish national benefit patterns, set standards of participation and develop policy guidelines. The Board will assure effective consumer participation and public accountability at all levels. The Resources Development Fund will also be administered by the Board.

Field Administration—Health Security will establish regional, and local offices (similar to those of the Social Security Administration) in communi-

Fund Chairman


A MAJOR CAUSE OF DEATH IN YOUNG CHILDREN
CYSTIC FIBROSIS
A J HYLEK
GIVE US YO
CONQUER
GIVE a child the breath of life
DENNIS CROSBY
CONTROL IS JUST DOLLARS AWAY

Mickey Stevens, a member of Teamster Local 251 in East Providence, R.I., for the past 36 years, was named chairman for the 1971 Cystic Fibrosis fund drive in the state of Massachusetts. Alexander J. Hylek, Local 251 secretary-treasurer, was chosen as his co-chairman.

ties throughout the country. This will allow communities and regions to develop their own health priorities. Backed by the security of a nationally-funded program, local needs will be fulfilled.

The 10 regional offices will assess regional health needs and coordinate planning and funding of the program. They will approve institutional budgets, assure that providers are qualified, and oversee regional health expenditures. These offices may act as payment authority for Health Security funds. Use of intermediaries or fiscal agents—such as private insurance companies—will not be necessary.

The Health Security area offices will coordinate the expenditures with approved regional and local plans. They will provide technical assistance to providers, states and communities within the area. Area offices will monitor quality standards and assist institutions in developing annual budgets.

The local offices serve as citizen ombudsman in the health system. The local office will help the community define its health priorities and assist in planning to meet those needs.

Role of the States—The states may participate in Health Security in a variety of ways. State agencies will help determine provider qualifications and conditions of participation. The states will be encouraged to improve quality and coordination of services. State and local health agencies may assist utilization review in skilled nursing homes and hospitals. States will be reimbursed for these activities and the training of state personnel.

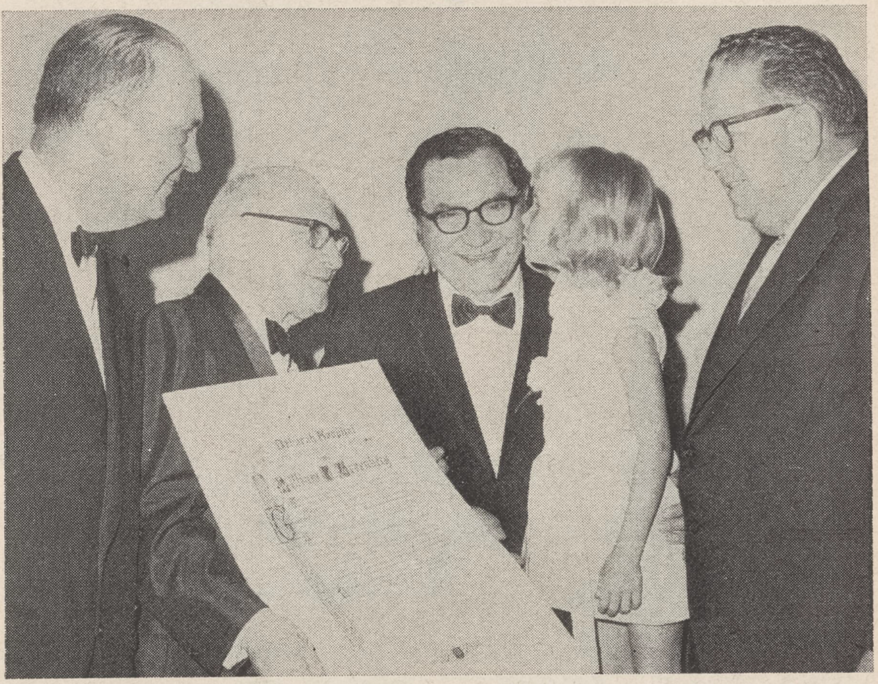
Programs to be Affected by Health Security—A number of federal health programs will be affected by Health Security.

—*Medicare*—All persons, including those 65 or older, will be eligible to receive care under Health Security. The benefits offered under the new program will be broader than those offered under Medicare. Therefore, Medicare will terminate.

—*Medicaid*—Most of the benefits available under Medicaid programs will be available under Health Security. These benefits will be withdrawn from Medicaid, leaving it as a supplementary program to Health Security.

—*CHAMPUS* (Civilian Health and Medical Program of the Uniformed Services)—Most of the benefits available under CHAMPUS will be available under Health Security. Programs

Greenberg Tribute



General President Frank E. Fitzsimmons was the featured speaker at a banquet honoring William L. Greenberg, secretary-treasurer of Teamster Local 929 in Philadelphia, Pa. Some 1,200 people attended the banquet to see Greenberg receive Deborah Hospital's "humanitarian award." Fitzsimmons observes as 8-year-old Robin Davis gives Greenberg a kiss. Holding the scroll is Jack Lesser, Deborah president. At left is Robert F. Gilkeson, dinner chairman.

$1,000 Pledge

Teamster Local 443 of New Haven, Conn., presented a $1,000 pledge to the United Way campaign in that area recently. Vincent Pisano (seated, left), secretary-treasurer of the union, presented the pledge to Richard H. Bowerman (seated, right), United Way president. Looking on are Local 443 business representatives (left to right): Angelo Chieppo, Louis Amendola and Sam Kasowitz.

for care for military personnel and their dependents will continue unaffected.

—*Maternal and Child Health Program; Crippled Children's Programs; OEO Health Programs; Medical Vocational Rehabilitation*—Each of these programs provides a specific health service, they include other health and community services (e.g. research, vocational training). Personal health benefits provided under these programs will be transferred to Health Security. All other features will remain with the existing programs.

—*Workmen's Compensation Programs*—Workmen's Compensation will be unaffected by Health Security.

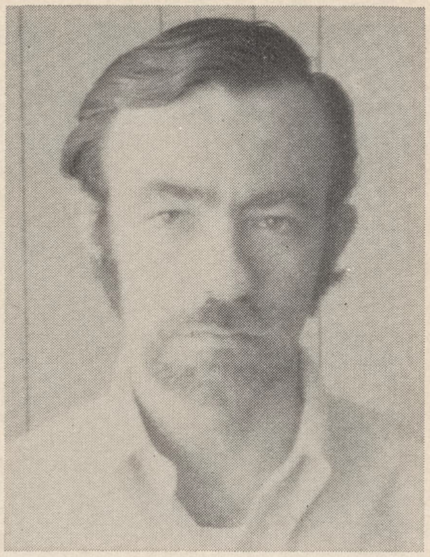
—*Veterans and Public Health Service Hospitals*—These will continue to operate in their present manner.

Related Studies Authorized by the Congress:

—Malpractice—The bill requires a major study of the malpractice problem. Recommendations will be made to protect both physicians and patients.

—Long-term Care—The bill also requires a major study of the long-term care needs of the elderly and chronically ill. Recommendations will be made for legislation to meet the needs.

Chairman



Daniel Mack, a member of Teamster Local 100 in Cincinnati, O., served recently as chairman of communications for the Aerospace Show held recently in Cincinnati and sponsored by the Ohio Junior Chamber of Commerce.

Industry Expanding

Food Processing Frontier Wide Open for Organizing

FOOD PROCESSING continues to be one of the greatest challenges for Teamster organizers across the country.

When the National Food Processing Division was reactivated in 1968 by General President Frank E. Fitzsimmons, it was estimated then that there were some 500,000 workers employed in food processing and waiting for union organization.

The division has moved ahead with considerable success but the industrry has only been tapped with the potential still remaining. Organizing success to date has been in direct ratio to the interest of Teamster local unions and that interest is increasing daily.

The basic problem that takes hard work to overcome has not changed: In most instances, the workers in food processing are by and large seasonal; companies retain a small core of full-time employees on a year-round basis.

The companies, meanwhile, have been changing their technology. The results may be seen in the supermarkets where new packaging, freezing and canning items are introduced almost daily.

Whereas before the companies dealt mostly in canning and frozen foods, now they are dove-tailing their corporate structure into a wide spectrum of processing. Everything from candy to pet foods is handled, often by several different methods.

The National Food Processing Division, to keep pace with the changing technology, has altered its scope. Where in the past the emphasis was on processing in the rural areas and small cities, today additional emphasis is given to processing in the larger cities.

Food processing divisions in the various Teamster Area Conferences, as a result, have expanded their operations and developed specialized local unions.

Aside from the seasonal nature of the industry, two problems have developed in recent years and are becoming more acute daily—pointing to the need for organization now rather than later. The problems are: Conglomeration and transportation.

Because of the trend of conglomerate companies to pick up canning and processing plants as part of their structure, they are becoming more difficult to confront. Teamster organizers are giving greater thought to their organizing campaigns and negotiations. The ultimate goal now more than ever is uniformity of contract so as to protect existing agreements.

Transportation Factor

Transportation, that is to say the distribution of products developed in the food processing industry, is making a big difference. For example, the well-organized industry in the Western Conference of Teamsters—where an estimated 20 per cent of the membership is in food processing—no longer has built-in geographic protections from food processed non-union in the eastern half of the United States.

Better roads and rigs, plus the advent of huge cargo planes, have minimized the mileage gap. Engineers are working daily to further improve transportation equipment in such a manner that, for all practical purposes, a food processor in the future might reasonably think of his market distribution as being in an area about the size of a county.

Activity in CCT

The ballooning of the industry has been particularly noted in the area of the Central Conference of Teamsters.

Don Eaton and Roger Wallace, chairman and director respectively of the CCT Food Processing Division, noted at the recent Conference meeting in Chicago, Ill., that "more than 60 per cent of the processing and canning of vegetables is done in the Central Conference area."

They noted that many other foods are processed in the Central Conference, too, and added that some of the companies operate only on a season basis. But most maintain a year-round operation of some kind.

Employment of seasonal workers may double or triple during a given plant's packing of vegetables, fruits and other perishable products with the work extending over a period of from four to six months depending upon the product.

Often, a company with a 100 year-round employees will hire three or four times that number of workers during the season. The majority of the companies are non-union and pay very low wages.

Food processors tend to cluster with many of the companies, while seemingly independent, actually operating as subsidiaries of larger firms. They, too, are largely unorganized.

Eaton and Wallace said organization in the industry was important because, first of all, the employees need representation to bring them up out of poverty-level wages; second, to protect and continue to get better conditions for Teamsters Union members already under contract; third, because the food processors affect other Teamster jurisdiction such as trucking and warehousing.

Many companies maintain their own fleet of trucks and warehouses, trundling the product from field to plant to warehouse to consumer. Often, the companies manufacture their own cans, an industry not affected seasonally, in buildings annexed to their main plant. Scores of can plants with large employment are unorganized.

Howard Haynes, director of the National Food Processing Division, was a guest speaker at the CCT divisional meeting and expressed pleasure at the large number of local union representatives in attendance at the session. Two years ago, only a handful of representatives were on hand, but this time there were more than 50 men from Central Conference local unions becoming aware of the organizing potential before them.

To encourage them, Haynes painted a broad picture of the food processing industry and in conclusion tossed out an enticing challenge for every Teamster affiliate when he noted: "There's hardly any Teamster local union in the land that does not have food processing within its geographic jurisdiction today."

● Two Victories

Teamster Local 208 of Los Angeles, Calif., recently won two representation elections conducted by the National Labor Relations Board.

James L. Easley, Local 208 administrator, said the wins were at Klausner Transportation Co., Inc., and Garment Delivery Service, both of Los Angeles.

More than 90 per cent of the 30 drivers and helpers and rack pullers voted for the union at Klausner. The vote at Garment Delivery was almost unanimous among eight drivers and helpers.

Four Wins

New York Local Succeeds In Organizing Campaigns

Teamster Local 529 of Elmira, N.Y., has scored four organizing victories in recent weeks to add nearly 100 members to its roster.

Bernard H. Roche, Local 529 secretary-treasurer, said the latest win was a National Labor Relations Board election at Elmira Chrysler Plymouth, Inc., where mechanics and car conditioners voted for the union by a 75 per cent majority. The unit has 22 members.

Other NLRB elections were won at Galeton Creamery in Galeton, Pa., A. L. Blades, Inc., a crushed stone pit at Bath, N.Y., and Rice Trucking, Inc., at Mansfield, Pa.

Roche said 40 plant employees were eligible to ballot at Galeton Creamery. The vote was 30 for the union, 7 against and a pair of "no" votes.

Thirteen employees at the Blades crushed stone pit voted unanimously for the union.

Drivers and mechanics working at Rice Trucking voted 8 to 2 in favor of the union as all eligible cast their ballots.

Corporate Profits Continue Up

Corporate profits in the United States were up for the third consecutive quarter this year with a hefty fourth-quarter advance expected to put 1971's profits at a near-record level.

Third-quarter '71 profits of 1,267 corporations increased 11 per cent to more than $7 billion. The figure compares with $6.3 billion for the same quarter last year, according to a tabulation by the First National City Bank of New York.

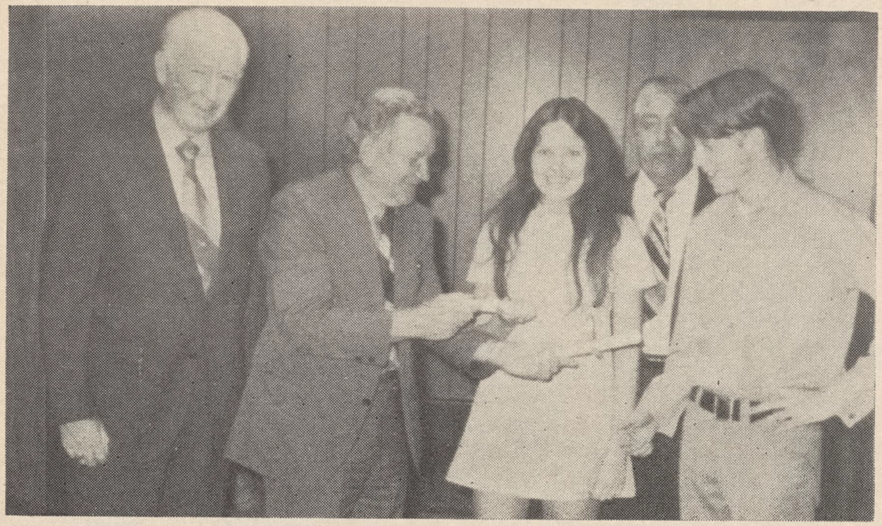
For the first nine months this year, net income was up 9 per cent to $21.8 billion compared with nearly $20 billion in the same period of 1970.

The bank survey stated that the growth in profits was well distributed with 25 of the 30 industries covered in the survey well ahead of the third quarter last year.

Life Saver

Sal Sclafini (center), a member of Teamster Local 390 in Miami, Fla., recently received a wristwatch and jacket from his local union and a company citation in recognition of his heroism following an explosion in a maintenance area. Sclafini's knowledge of first aid and presence of mind possibly saved a life and helped minimize injuries. Congratulating the Teamster are (left to right): John Cortez, shop steward; H. Jack Vierengel, Local 390 president; Sclafini; L. V. Curton, terminal manager for South Florida Freightways, Inc., and Travis M. Dumas, Local 390 secretary-treasurer.

Clark Scholarships



Two children of Teamster Local 757 members are shown receiving college scholarships named in honor of Peter F. Clark (left), president of the Elmhurst, N.Y., local union. Making the presentations is Emanuel Parish (second from left), Local 757 secretary-treasurer. Winners were Patricia Frank, daughter of William Frank, and Kevin Madden, son of William Madden. In the background is Anthony P. Carlino, Local 757 vice president.

A 'First'

Board Agrees on Election For Temporary Employees

In a case involving Teamster Local 743 of Chicago, Ill., the National Labor Relations Board decided recently for the first time that an election could be held among employees of a temporary work agency.

The ruling came on a petition filed by Local 743 for an election among employees of All-Work, Inc. The union had organized the employees of All-Work—rather than the employees of the company's clients—at whose premises the physical labor was actually done.

Previous Cases

The NLRB previously had entertained cases where the question arose as to whether such workers should be included in bargaining units where they are working—that is, in units with employees of other employers than the temporary work agency.

In this instance, the employer asserted that the workers were not employed by All-Work, but that the job conditions were actually set by All-Work's clients. The employer also asserted that, as casual employees, no election could be conducted among them.

The Board, however, decided that All-Work did control such conditions as the sum each worker would be paid and whether or not he would get fringe benefits.

It was also decided by the Board that casual employees cannot be excluded from coverage under the National Labor Relations Act.

In confronting the issue of eligibility to vote, the Board decided it would hold eligible all workers who had worked seven days or more in the 90-day period preceding the direction of election, so long as at least one of those days of work was during the last 30 days of that period.

Labor lawyers believe the Board's ruling opens the door to organizing such agencies as Manpower, Inc., and others that provide workers on a temporary basis.

● Illinois Win

A majority of workers employed by Victoria Feeds of Milan, Ill., voted for representation by Teamster Local 371 of Rock Island, Ill., in a recent National Labor Relations Board election, according to Vernie H. Ervin, secretary-treasurer of the local union.

Millionaire Tax Evaders Increase

Remember how the Internal Revenue Service reported there were 18 Americans who paid no taxes on $1,000,000 or more income in 1966?

Now the IRS says that for 1969, the number of persons with million-dollar incomes who paid no tax increased to 56.

There was a similar expansion in the total of people with incomes ranging from $200,000 to $1,000,000. For 1966, there were 154 such money-makers who paid no tax on their income. Three years later, the total had zoomed to 301.

The latest official tax tables listing the number of individuals that paid no tax on 1969 income:

Adjusted Income	Number Of Individuals
$1,000,000 or more ..	56
$500,000 or more ..	117
$200,000 or more ..	301
$100,000 or more ..	761
$50,000 or more ..	2,180
$30,000 or more ..	4,374
$25,000 or more ..	5,264
$20,000 or more ..	8,264

Medal of Honor

The Medal of Honor was presented by President Nixon recently to Frank A Herda, Jr., former Army Spec. 4/c and son of a member of Teamster Local 545 in Cleveland, O., for heroism in Vietnam war action.

First Case

Wage Freeze Talk Subject Of NLRB Ruling for Union

It was only a matter of time before the wage freeze appeared as an issue in an unfair labor practices case, and in the first such instance the National Labor Relations Board found in favor of the union.

The case involved Ricks Lumber Co., Inc., of Natchez, Miss., and the International Longshoremen's Association.

The company raised an objection concerning a pre-election campaign statement made by ILA representatives, charging that the union was guilty of misrepresentations concerning the wage freeze.

To support its objection, the company submitted a quotation alleged to have been made by an employee (but denied by the employee in an affidavit taken by an NLRB agent) to the effect that: "Union officials said the government had frozen wages but if their union was voted in they would get us a raise anyway and their union could do it. . . . This was the night before the election."

However, NLRB officials noted that it was the employer who first interjected the subject of the wage freeze into the campaign prior to the ballot won by the union.

Company Spokesman

In speeches to the employees before the vote, the company spokesman was quoted as saying:

"It would be unlawful for the company to give you a raise in pay. If you have read your papers and looked at TV you know that all wages in this country are frozen. Last Sunday night, the President of the United States ordered that no company can raise its employees' wages for 90 days, and there is some indication that this order will be extended. If the company raised your wages in violation of the law, the federal government would be on our back and fine us up to $5,000. If the union pushers have been talking about a raise in pay, I suggest that you ask them if it isn't true that the government has frozen wages."

This and other testimony prompted the NLRB to find the evidence insufficient to establish that the union misrepresented the relation of the wage-price freeze to employee wages, "and could not be considered to have special knowledge on the subject . . ."

Accordingly, the ILA was certified as representative of production and maintenance workers at the lumber plant.

● Earnings

Census Bureau records show that men aged 25-to-34, with elementary school educations, earned an average $5,611 a year in 1968, while high school graduates earned $7,533 and college grads $9,974.

Teamsters Participate

Teamsters were among those who participated recently in a retirement banquet held for Frank O'Neil, out-going chairman of the National Mediation Board. Shown (left to right) are: John Mohler, Teamster chief steward for Braniff Airways; William Ferchak, Teamster Airline Division representative; William Pierce, NMB hearing officer; Warren Lane, NMB field examiner; Bob Rhodley, assistant to the Secretary of the NMB; Charles Post, chief steward, Pan American; Peg Lallemant, job steward; Coy Long, Pan Am reservations manager, and Pat Hadley, Pan Am job steward. The Teamster Airline Division added some 14,000 members in elections at Braniff and Pan Am.

Groundbreakers

Morris Less (third from left), secretary-treasurer of Teamster Local 216 in San Francisco, Calif., takes part in groundbreaking ceremonies for a 98-unit housing development sponsored by the local union. The structure will provide units for lower income families. Shown with Less are (left to right): Joe Johnson, the Rev. Henry Green; Less; Bennett Raffin; Arthur Evans, the Rev. John Thomas, Bucky Fong.

'Know Your Union' Series

Conference Structure Had Start In the Western United States

A BASTION OF strength in the organizational structure of the International Brotherhood of Teamsters are the area conferences. In the Teamster organizational chart, the United States is divided into four geographical areas—Western, Central, Eastern, and Southern. Canada is organized among the first three mentioned Conferences.

While in the early history of the Teamsters the need for area-wide coordination in organizing and bargaining was being met in several areas of the country—in the West by the Highway Drivers' Council—the conference structure first surfaced with the formation of the Western Conference of Teamsters in 1937.

Northwest Origin

Impetus for this development came from former General President Dave Beck, who came off a laundry truck in Seattle to become a power in the West before heading the International Union.

The Western Conference of Teamsters was first headquartered in Seattle, Washington, with Beck as Chairman. He was followed as International Union director by Vice President Frank Brewster.

At that time, the Conference encompassed the 11 Western states and parts of Canada, and the territories of Hawaii and Alaska. The Conference today also includes the Canadian provinces of British Columbia, Alberta and Saskatchewan, and the Yukon and Northwest territories.

When International Union Vice President Einar O. Mohn was named Western Conference Director by the then General President James R. Hoffa, in 1958, headquarters were temporarily moved to San Francisco, pending completion of the permanent headquarters building in Burlingame, California.

The Western Conference building in Burlingame is a modern, one-story, air-conditioned structure only three miles from the San Francisco Airport. Within the building's 25,000 square feet are housed offices of the conference, its several trade divisions, and ample space to accommodate meetings of the Conference and its affiliates.

From its humble beginnings in Seattle, the conference now services its more than 400,000 members with 12 conference trade divisions—dairy, warehouse, freight, airline, laundry and dry cleaning, bakery, food processing, construction, miscellaneous beverage, automotive, and sugar.

The conference has an excellent research department, a department of public information and publications, a speakers' bureau, and gives morale and logistic assistance to retiree organizations which are a potent force in Conference activities.

The Conference character has developed from a genuine desire to provide total representation to the membership in the local unions and joint councils and to make a solid contribution to the total community, as well.

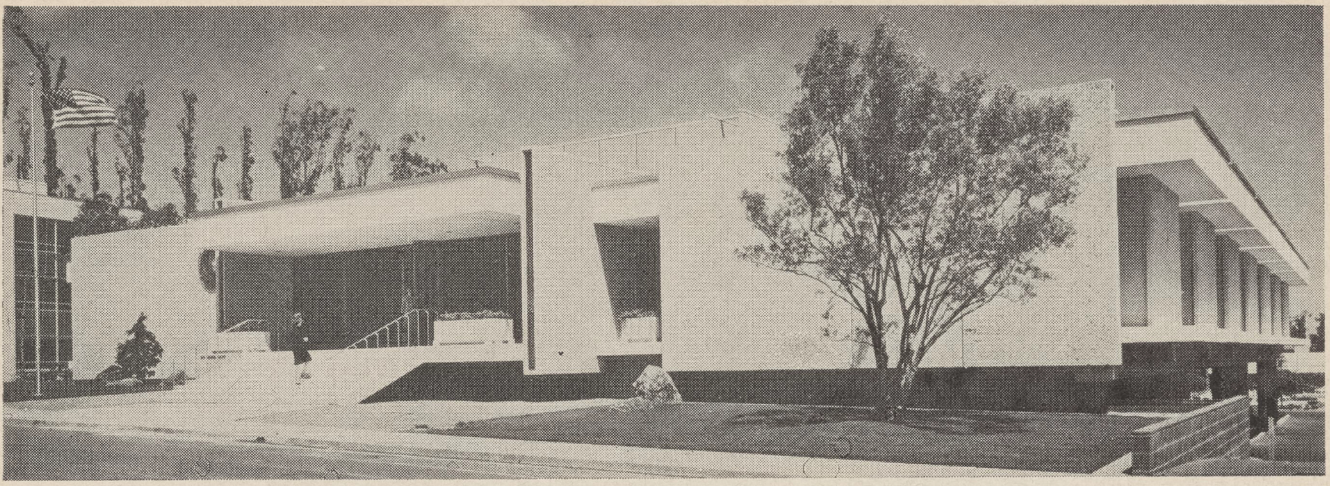
Under the leadership of Einar Mohn since 1958, the policy committee of the Western Conference has supplemented the drive for achieving basic trade union needs with the realization that labor must broaden its horizons into the social sector.

Active in all Areas

The Western Conference takes an active part in legislation, in education, in the health care field, and in problems of minority groups, just to name a few.

It was because of Mohn's concern for the quality and the cost of health care for members that the California Committee for Health Plan Alternatives came into being. It is an organization which explores ways to provide quality health care services to members at a reasonable cost.

Mohn's leadership in the health care field resulted in his membership on the Committee for National Health Insurance, along with General Presi-



The new headquarters building of the Western Conference of Teamsters.

dent Frank E. Fitzsimmons.

A former member of the Board of Regents of the University of California, Mohn has encouraged local union, joint council and trade divisions scholarships for sons and daughters of Teamster members.

Over the past seven years, more than a hundred such scholarships have been awarded.

Youth Priority

Contact with the younger members of society is high on the priority list of the conference. Speakers from the conference are on the road throughout the year, appearing before high schools and colleges. Reaching older members of the community, too, speakers appear before civic and service clubs and other public forums explaining the Teamster movement.

In the basic area of collective bargaining, labor agreements in the Western Conference measure up to the fine Teamster agreements throughout the nation. Area-wide, industry-wide and national agreements are part of the Western Conference collective bargaining approach.

In addition, innovations in collective bargaining have been part and parcel of membership representation in the Western Conference. One such innovation is job-site multiphasic screening health examinations for cannery workers in California. This novel approach to the health of the member was pioneered in the food processing division.

As part of the collective bargaining agreement, employers finance mobile health units—completely equipped to drive to the job site where workers are given periodic physical examinations. The program has opened up a new vista in health care for these workers. Need for corrective medical attention is determined on the job, and early detection puts the emphasis on preventive medicine, rather than treatment for catastrophic illness.

When the canneries in the West were modernized and automation replaced old machinery, negotiators for California cannery unions negotiated sabbatical leaves for workers, to soften the impact of automation.

In many Western Conference agreements, local union health clinics are in existence, providing health care, and such things as dental and optical care and prescription drugs, either paid for by the health and welfare plan, or at great savings over prices for drugs at retail outlets.

Pre-paid legal services for the membership and group auto insurance coverage are other collective bargaining innovations.

Western Conference staff members are constantly in touch with the happenings in the state legislatures; a legislative department is maintained in Sacramento, the capital of California; and legislative and political involvement by local unions and joint councils exists in several other states and is encouraged by the Conference.

Interest in Retirees

In recent years, Teamsters have placed emphasis on organizations for retired members. The Western Conference encourages such organizations, with the result that in Seattle, Los Angeles, San Diego, Portland, San Francisco, Tacoma and Denver, retirees are lending a hand.

Retirees, enjoying their Teamster negotiated pensions, are helping on the picket lines, lend invaluable assistance during economic boycotts, are active in getting potential voters registered, and help turn out the vote on election day. In short, the experience and the expertise a man or woman developed at a Teamster job is put to work, and the retirees are more than proving their worth.

The Western Conference of Teamsters, in addition to the International Director, has a 17 man policy committee.

Policy Committee

Serving with Mohn on the present policy committee are:

Albert Brown, Mark O'Reilly and Wendell Phillips, Joint Council 7; Robert Rampy, Joint Council 23; Frank Donovan and Arnie Weinmeister, Joint Council 28; Edward Lawson, Joint Council 36; John Lund and Joseph Edgar, Joint Council 37; Freddie Sanchez and Harry Kachadoorian, Joint Council 38; Bernard Volkoff and Thomas Young, Joint Council 42; Harry Bath, Joint Council 54; Alvin Hill, Joint Council 67; George Sebestyen, Joint Council 71; and Norman Finley, Joint Council 90.

Over the years, the Western Conference has attracted much favorable attention at workshops, held periodically, which feature experts in the field of economics, collective bargaining, health care, pensions, and many other fields which are important to the rank and file member.

In short, in the Western Conference of Teamsters, forces are at work which insure the best labor agreements, which steps outside traditional union endeavors to make union membership even more meaningful, and which make the Teamsters a force for total community good.

A Worthy Cause

Flynn Hosts Poster Child For March of Dimes Drive

CARMEN DONESA, of Fort Wayne, Ind., who is the 1972 March of Dimes national poster child, was a recent visitor to Washington, D.C., and was welcomed by Teamster General Secretary-Treasurer Thomas E. Flynn.

Carmen symbolizes some 250,000 children born in America each year with birth defects. Carmen was born with open spine, which required surgery when she was less than one hour old. This birth defect caused spinal cord and nerve damage resulting in partial paralysis of her legs.

In her conversation with the Teamster general secretary-treasurer, Carmen related that she goes to Brentwood elementary school in Ft. Wayne and is now in the third grade. She began school in a special class for handicapped children but is now in an integrated class made up of normal and handicapped children. Her grades are excellent.

Teamster General Secretary-Treasurer Thomas E. Flynn endorses the 1972 national March of Dimes Campaign, by crowning Carmen Donesa, 1972 March of Dimes national poster child. Carmen was a recent visitor to Washington, D.C. and stopped by to chat with the Teamster general secretary-treasurer.

MARCH of DIMES
MARCH OF DIMES

The national poster child uses leg braces below the knee, and crutches. She is able to walk a few steps without her crutches, and her therapist is now trying to teach her to walk in regular shoes without special ankle support.

Both Teamster General President Frank E. Fitzsimmons and Flynn have fully endorsed the 1972 March of Dimes Campaign.

Said Flynn:

"When we who are in good health begin to complain, we have only to look at Carmen and 250,000 more children like her to realize how fortunate we really are. I sincerely hope that Teamsters everywhere will give generously to the March of Dimes Campaign, not only to help Carmen and others, but also as an expression of our good fortune."

Carmen, and her mother Barbara, who is a registered nurse, left Flynn's office laden with gifts. Carmen's father did not accompany her to Washington. He is Dr. Antonio Donesa, a Ft. Wayne neurosurgeon. He, too, is deeply involved in the work of the March of Dimes, a member of the medical advisory committee of the Allen County March of Dimes Chapter. The Donesa family has been involved for some time.

Carmen was Allen County Indiana's 1969 poster child.

● Vets and Jobs

More than half a million returning servicemen are expected to receive $310 million in unemployment insurance this year to tide them over until they find jobs, according to the Labor Department.

● The Labor Department reports that half of all women between 18 and 64 years of age are working today.

Crosby On Governors' Court Commission

General Organizer Clyde Crosby of Portland, Ore., has been named by Oregon Gov. Tom McCall to serve on the new Governor's Commission on Judicial Reform.

Crosby will serve as one of nine public commissioners on the 21-member panel which includes representatives from the judiciary, state legislature and bar association. Crosby is the only labor member.

The commission has been directed to come forward by 1973 with specific recommendations for streamlining the organization and administration of the courts, promoting speedier and less expensive litigation, and re-defining the roles of public attorneys including the attorney general, public defender and local prosecutors.

Fresno Local Wins Ruling At NLRB

The National Labor Relations Board, on a motion for a summary judgment, concluded recently that G. P. Trucking of Mendota, Calif., violated the law by refusing to bargain with Teamster Local 431 of Fresno, Calif., certified representative of the company's drivers.

The only real issue in the case concerned the validity of the company's challenges to all but 13 voters made on the day of — but prior to — the election. The company contended that only 13 of the 53 employees who voted were eligible to vote.

The Board found the trucking firm's contention lacking in merit and granted the general counsel's motion for summary judgment because the employer raised no issue that was properly litigable.

● Mail Victory

Drivers, route managers and walkers employed by Mail Messengers, Inc., a mail and document delivery firm in Houston, Tex., voted unanimously for representation by Teamster Local 968 in a recent National Labor Relations Board election, according to Walt Breeland, secretary-treasurer of the local union.

DRIVE REPORT

In California

Teamsters Score Victory Over Wetback Employers

TEAMSTER representatives were the driving force behind a legislative bill just signed into law in California that provides for criminal penalties against employers who knowingly hire illegal aliens — so-called "wetbacks" from Mexico.

International Union Vice President Joseph Diviny, president of the California Teamsters Legislative Council, announced the passage of first legislation in the nation to crack down on employers who knowingly hire an illegal work force.

The measure authored by Assemblyman Dixon Arnett, Republican of Redwood City, Calif., was signed into law by Gov. Ronald Reagan and will go on the books 90 days after the legislature adjourns.

Teamster business agents in the Long Beach, Calif., area were especially helpful to Assemblyman Arnett. They canvassed plants and yards at night and were able to come up with facts and figures necessary to convince the lawmakers in Sacramento.

The new law is expected to go a long way toward solving some of California's unemployment problems, particularly in the southern part of the state. Observers believe it will help open thousands of jobs now held by illegal aliens.

A state report disclosed that in 1969, there were an estimated 100,000 illegal aliens—most of them natives of Mexico—earning more than $100 million in wages in California every year.

While the fine on employers is slight if found guilty of violation—$200 to $500—the stigma would be more than many growers might be expected to bear, and on this count alone the law is expected to meet with success.

An interesting sidelight to passage of Arnett's bill is that the California Board of Agriculture—dominated by corporate farming interests—adopted a resolution opposing the measure.

Also taking stands against the bill were various employer and owner groups, including: The California Manufacturers Assn., California Conference of Employers, the Agriculture Council of California, Agricultural Products Labor Committee, and the Agriculture Conference.

Enactment of the bill into law made California the first state, as Gov. Reagan put it, to "come to grips with the international employment of illegal aliens (which) is a direct result of the federal government's failure to meet its own obligations in this regard."

(Continued on page 27)

Mrs. Hoffa Urges Preparation for 1972 Elections

Mrs. Josephine Hoffa, national president of DRIVE Ladies Auxiliaries, addressed Local 299 stewards and their wives in Detroit, Michigan, recently and urged them to concentrate on the general election year ahead and on beginning their registration drives for the "crucial year at the ballot for organized labor."

Mrs. Hoffa suggested that this year, in addition to registering the voters over 21 years of age, particular attention should be focused on the newly enfranchised 18 to 20 year-old voters. Mrs. Hoffa stressed that:

"If you, the members of organized labor welcome the youngsters into the voting process—if you actively seek them out and help them get registered—the chances that they will vote to further your interest as working men and women will be a lot better."

Josephine Hoffa

In conjunction with her thoughts on voter registration, Mrs. Hoffa encouraged everyone present to become active participants in consumer affairs. She reminded the group that in addition to being members of organized labor, they are also consumers.

"Get behind your Congressmen and Senators when consumer legislation is being considered. Let your representatives know that you want strong consumer legislation, and let them know that you will be judging them for reelection on how they vote for you as members of a local union and as a consumer."

In conclusion, Mrs. Hoffa gave the members of Local 299 her vote of confidence and appealed to them to continue their past history of getting important jobs done.

Day Labor Protection Act

Local 743 Drive Spurs Congressional Hearings

A campaign to effectively organize Chicago's day labor industry on a city-wide basis is being conducted by Teamster Local 743.

The Teamsters joined the drive which began in 1969 by the Rev. Thomas Millea, a Roman Catholic priest, and William Dendy, a freelance writer, to improve the working conditions among the thousands of casual laborers in Chicago and, in effect, in many of the major cities throughout the United States.

A Congressional hearing on the proposed Day Laborer Protection Act of 1971 is the direct result of the Teamsters organizing drive. The Bill, introduced by Congressman Mikva (D-Illinois), is designed to correct the overwhelming abuses suffered by day laborers and to insure fair labor practices in the temporary help service industry.

Intensive investigations into the daily plight of the day laborer revealed that, with the exception of the state of New Jersey, the labor business is not regulated or licensed anywhere in the U.S. It is determined that because of the prevalence of the "ninety-day contract," day laborers were being denied the right to accept full-time employment at any place the day labor contractors sent them.

The investigation disclosed that day laborers were often required to wait two or more hours before receiving their work assignments and received no compensation for their waiting or traveling periods. In addition, it was discovered that many day laborers, who had been injured on the job, had not at any time, been informed of their right to Workman's Compensation or any other available benefits. Probably most discouraging was the fact that day laborers were being *used* as strikebreakers—sent by day labor contractors to cross picket lines.

License Required

Congressman Mikva's Bill proposes by statute to remedy the aforementioned abuses. The Bill would deem it unlawful to operate a temporary help service unless a license is obtained from the Secretary of Labor. No temporary help service would be acceptable for licensing unless its employees were provided with coverage and benefits under an adequate Workman's Compensation plan.

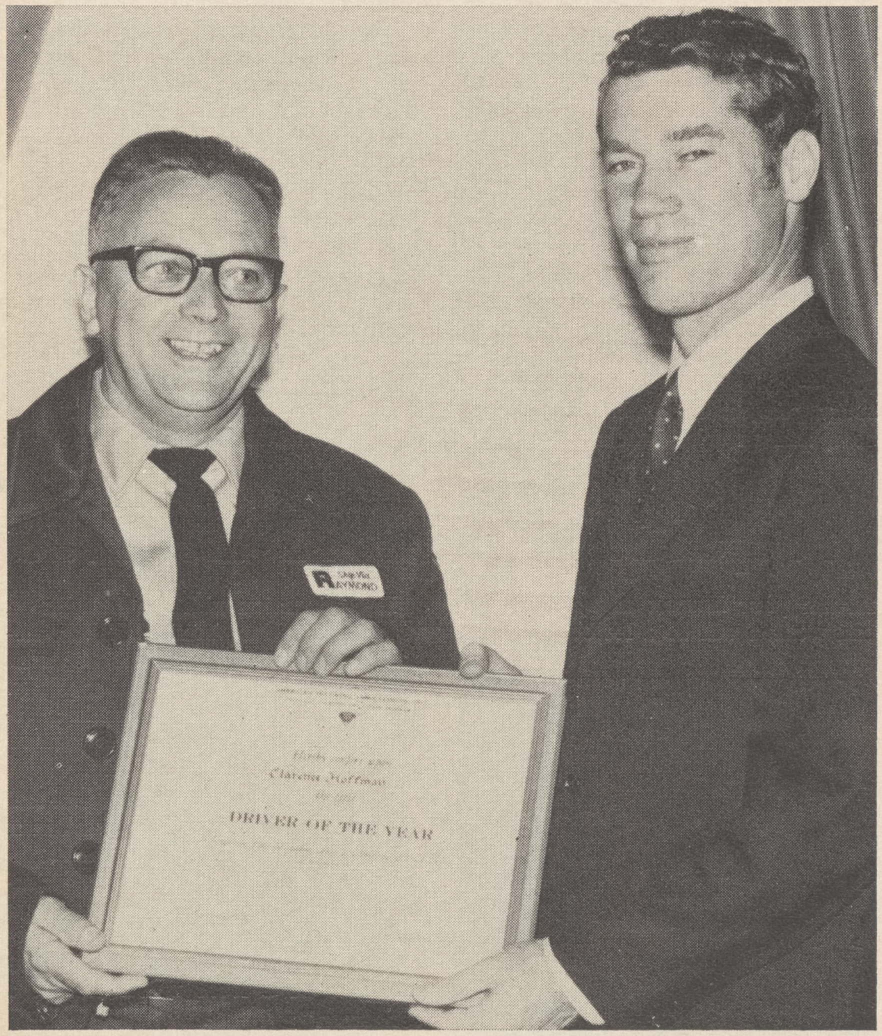
The Bill includes the important concept of "portal-to-portal pay" whereby the number of hours worked shall include travel time between the job site and the temporary help service, time spent at the job site, and one-half the time spent waiting for the job assignment prior to being sent to a job site.

All restrictions on permanent hiring would be prohibited and employees of a temporary help service could not be employed as strikebreakers where a legitimate labor dispute was in progress.

This provision is especially relevant in light of recent testimony before the Special Subcommittee on Labor. According to Frank Thompson, Jr., Chairman of the Committee, some Teamster locals which were engaged in strikes, reported the use of day laborers as strikebreakers.

If this sort of experience is common to your local, it should be brought to the attention of the Department of Legislation and Political Education, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

Minnesota's Best



Clarence C. Hoffman, a member of Teamster Local 544 in Minneapolis, Minn., receives congratulations from Minnesota Gov. Wendell Anderson upon being named Minnesota's "Driver of the Year" by the Minnesota Motor Transport Assn. Hoffman, employed by Raymond Motor Transportation, has driven 2,750,000 miles during the past 33 years with but one $60 preventable accident against his record.

Health Manpower Act Signed

Congress has cleared for the President HR 8629, a bill extending training programs to increase personnel in the health professions through fiscal 1974. President Nixon had mentioned the need for the federal government to provide assistance to the health professions in his national health message to Congress in February, 1971.

The primary purpose of the bill was to increase the number of doctors, dentists, and other health professionals practicing in the United States, particularly in areas with a shortage of medical personnel. Authorizations in the bill totaled $2.9 billion over fiscal years 1972-74.

Congressional supporters of the Health Manpower Act and a companion bill providing federal programs to train nurses, predict the President will approve the bills, but will seek funding for the programs at levels well below those authorized in the legislation. Some members predict a serious conflict developing between the Office of Management and Budget and Congress if that should transpire.

Teamster Victory

(Continued from page 25)

California's new statute might very well encourage similar enactments in other States.

U.S. Immigration and Naturalization Service officials estimate that all told there are some 2,500,000 million non-Americans illegally living and working in this country. Most of them are believed to be Mexicans who cross the Rio Grande—origin of the "wetback" term—and work in Texas, Arizona, New Mexico and California.

It is estimated that, altogether, illegal aliens displace American workers to the tune of $5 billion in pay annually. In addition, much of the total is unreported and deprives federal and state governments of about $1 billion in tax revenues every year.

While it is true that the Congress has failed to assume its responsibilities in this area as Gov. Reagan has charged, there is a proposed measure in the hopper that would require employers to check alien registration cards and prove legal status. Violators would be subject to a maximum fine of $1,000 and/or imprisonment.

Benefits Extended to Dependents

The House, by a 312-78 roll-call vote, passed HR 9212 extending disability benefits to dependents of coal miners disabled or killed by black lung disease. HR 9212 would amend the Coal Mine Health and Safety Act of 1969.

As passed by the House the bill provided for extended federal payments (disability benefits) to orphans whose fathers died of black lung disease and whose mothers also are decreased. It specified that disability benefits for black lung disease did not correspond to a federal workmen's compensation program and could not be regarded as a precedent for such a program in the future.

In order to give the states additional time to implement the program of disabiliy of black lung victims, the bill extended the Coal Mine Health and Safety Act of 1969 for two years through fiscal 1974. Finally, it prohibited the denial of benefits solely on the basis of chest X-ray results.

National Voter Registration Bill in Works

The Senate Post Office and Civil Service Committee reported a bill establishing a National Voter Registration Administration in the Census Bureau. The Administration would conduct a nationwide federal voter registration program by mail.

In addition to creating a mail registration system for all federal elections the bill would limit state residency requirements for voting in federal elections to 30 days and permit registration of eligible voters up to 30 days before a federal election.

Reimbursement and incentive payments by the federal government of up to 30 per cent of the cost of processing registration forms would be made to those states which establish uniform residence and close-of-registration requirements in conformity with federal guidelines.

The bill would provide for federal assistance in preventing fraudulent registration and for penalties and fines for illegal manipulation of voter registration procedures.

Senator Gale W. McGee (D. Wyo.) emphasized that his bill would not permit a complete, centralized tally of registered voters since no part of the registration card would be returned to the federal government. The Committee reported that registration by mail would provide a "simple and expeditious means" for qualified citizens to vote.

Senate Bill Aims at Auto Repair Costs

A bill setting federal standards for limiting property loss on automobiles involved in accidents has been passed by the Senate and sent to the House. The Senate bill was passed with little debate and without amendment.

S 976 was aimed at curbing auto repair costs by either requiring manufacturers to produce vehicles which were more resistant to damage in collisions or by lowering the expense of repairs.

The bill would authorize a federal government study of ways to provide consumers with information on the operating costs and safety features of cars and would set up a system of demonstration inspection centers. Tampering with odometers is prohibited under the bill.

Fannin Bill Defeated In Senate

Another effort to deny tax exempt status to unions if they spend any of their funds for political purposes was defeated recently when the Senate voted down the proposal, 61 to 31.

Sen. Paul Fannin (R-Ariz.), who introduced the measure, was pleased with the vote despite losing. He noted that his bill received more votes than when it was beaten, 59 to 27, in 1969.

Fannin said he would again introduce the measure, probably as a rider to a tax bill.

During debate, Fannin asserted unions spent an estimated $60 million illegally in 1968 elections.

In rebuttal, Sen. John Pastore (D-R.I.) said the Fannin bill was an anti-labor measure, adding: "You have a Republican attorney general. If the unions are making illegal expenditures, why doesn't he prosecute them?"

SPOTLIGHT ON
Legislation and Politics

- Preparing for '72

  The Wall Street Journal reports dissension at the highest level among those making preparations for President Nixon's reelection campaign. Attorney General John Mitchell divides his time between the Justice Department and campaign planning. The Nixon team has created its own campaign advertising agency.

- Michigan Problem

  Republicans are worried about the strength of the Senate seat held by Robert Griffin of Michigan, Senate GOP whip and co-author of the Landrum-Griffin Act. "Save Griffin" fund-raising dinners were held in 14 Michigan cities on his birthday last November 6th.

- Jackson Announces

  Preceded by advertisements on entertainment and television pages of newspapers across the land, Sen. Henry Jackson of Oregon announced his candidacy for the Democratic presidential nomination in a half-hour television appearance.

- New Voters

  Politicians, in and out of office, are flabbergasted by the prospects for the 1972 general election when an estimated 25 million young persons will be eligible to vote for the first time in a presidential ballot. Nearly three million youngsters have registered since the 1970 Voting Rights Act became law.

- Mills HQ Opens

  The "Draft Mills Committee" has opened campaign headquarters in Washington, D.C., anticipating a presidential candidacy declaration by Rep. Wilbur D. Mills. The Arkansas Democrat, however, is biding his time apparently not wishing to throw his hat into the ring too far in advance.

- Harris Quits Race

  Sen. Fred R. Harris of Oklahoma has dropped out of the Democratic presidential race, pleading he ran out of money and was $40,000 in debt. Harris had run a 6-week campaign as a "new populist" candidate dedicated to breaking up the big corporations and redistributing personal income.

- Student Vote Hurdles

  Entrenched political machines are throwing up higher hurdles for students seeking to register to vote. Increasing charges of "obstructionism" are popping up. Often, it is only only a matter of ignorance of local election officials regarding the new law.

- Morse Plans Run

  Wayne Morse, Oregon Senator from 1944 to 1968, declared recently he will seek the Democratic nomination for the Senate next year in Oregon. Morse's 24-year stint in the Senate came to an end when he lost to Robert Packwood, Republican.

- Money for Miami Beach

  The Justice Department awarded a grant of almost $400,000 to the city of Miami Beach, Fla., to help its police force handle next year's Democratic National Convention. San Diego, Calif., site of the '72 Republican conclave, is preparing to ask for a similar grant.

- New Agriculture Secretary

  President Nixon's new Secretary of Agriculture, Earl L. Butz, is described as having great interest in the welfare of corporate farming. Butz's appointment also scotched Nixon's plan to cancel out the Agriculture Department in a proposed government reorganization plan.

- Silence in the House!

  There was dead silence in the House of Representatives after Rep. John McCollister (R-Neb.) finished his speech. The reason was that he suggested members of Congress ought to cut their own salaries by 10 per cent because millions of other Americans are making sacrifices as a result of the wage freeze.

- No-Fault Insurance

  Gov. Nelson Rockefeller of New York says a no-fault auto insurance system will be a top priority in his 1972 legislative program. He criticized the present insurance system as a failure.

For Your Information

● Defense and Profits

Officials in the Defense Department have been shaping plans designed to increase profit margins for contractors dealing in defense material.

The move already has attracted criticism from some congressmen and is being pushed by Defense proponents with the aim of raising more capital for private markets.

Many military contractors have been under attack for cost overruns and shoddy weapons work even as many of them have been severely weakened by sharp defense appropriations cutbacks in recent years.

● Anonymity Complaint

Newspapermen in Washington, D.C., are complaining that White House officials too often hide needlessly behind a shield of anonymity. They say this is done by the President's staffers taking undue advantage of off-the-record background briefings.

Chiefs of many Washington bureaus representing dailies around the country say they do not consider themselves bound any more by off-the-record rules of sessions they do not attend, and insist on being free to identify any White House staffer who briefs such a conference which they do not attend but hear about later.

● Pollution Peril

In the first such action ever taken, a federal judge ordered 23 companies in the Birmingham, Ala., area to halt production after air pollution had climbed to about twice the level at which a danger alert should be given.

It was the first injunction against polluters made under the emergency provisions of the Clean Air Act of 1970.

The circumstances were noteworthy. The injunction move was sought by the Environmental Protection Agency after the industries involved had ignored appeals from local health agencies seeking to persuade the companies to shut down voluntarily.

● Millionaire Lobbyists

Attempts to organize 60 millionaires into a lobbying group for governmental and political "reforms" failed recently largely because of the millionaires' aversion to publicity.

The organizing effort began with a private lunch at a posh club in New York City last October. The affair was supposed to be secret. News of the meeting leaked out, however, including the fact that the plan under consideration was to ask presidential candidates to support various "reforms" as the price for campaign contributions from the millionaires.

The New York *Times* quoted one millionaire as saying, "We can't meet in a goldfish bowl like that; it sounds like we're going to try to buy a President."

● Gas Pipeline Safety

The Transportation Department says 41 states have requested federal financial assistance to help meet requirements of the gas pipeline safety program during fiscal 1972.

Each of the states will receive $750,000 appropriated by Congress for this purpose. The sum provides for 50 per cent matching grants to continue the program called for by the Natural Gas Pipeline Safety Act of 1968.

Last year, 35 states requested and received assistance from the Department of Transportation during fiscal 1971.

● Consumer Reaction

Apparently too uncertain about the long-range effects of the wage-price freeze, the American consumer is unlikely to go on any big buying sprees soon.

A survey by the Conference Board in September and October covered 10,000 families with only 25 per cent of them feeling that things will get better in the next six months.

On the question of future purchases, less than 8 per cent indicated they had plans for buying a new auto and only about 3 per cent indicated they planned to buy a house. Both percentages were decreases from the July-August survey by the Conference Board.

● Layoff Provisions

Layoff provisions are becoming more common in collective bargaining agreements, according to a study by the Labor Department.

An analysis of 1,845 major agreements reveals that 80 per cent of them contain provisions affecting the order of layoff, calling for work-sharing to avoid layoffs, and covering recall of laid-off employees.

The survey disclosed that in nearly one-fourth of the layoff clauses, seniority was the sole factor to be considered in determining the order of layoff and recall. In about half the contracts, seniority was the governing factor.

Firewood Economy

Firewood in major metropolitan areas is fast becoming a luxury item bringing luxury prices as apartment dwellers and home owners find it is costlier to have living room coziness.

In Boston, one supplier of wood sells a cord of firewood for $61.50. In Chicago, firewood goes at $50 a cord and $12 to deliver it. But New York City takes the cake: A cord of 24-inch logs delivered in that city costs $110.

The cost of firewood, a hard item to police, has been going up. In New Jersey last year, a cord went at $28; the tab this year is $40.

Penn Central's Money Desires

At least one trustee of the Penn Central Transportation Co., holds the view that the railroad will need a government gift of $100-$150 million annually over the next five to seven years.

George M. Stafford, chairman of the Interstate Commerce Commission, quoted Jervis Langdon, Jr., as estimating that such a sum would be needed to keep the railroad going.

In effect, funneling further government money into the bankrupt line would amount to a semi-nationalization of the railroad.

Ambulance Service

First-rate emergency ambulance service throughout the nation could save an estimated 60,000 lives a year, according to Dr. Henry C. Huntley, director of the emergency division of the U.S. Public Health Service.

The federal official commented recently: "The best ambulance service that modern technology makes possible is available in probably no more than eight or ten communities in the nation."

A recent government survey revealed that 44 per cent of the 25,000 ambulances operating in the nation were owned by funeral homes, with 24 per cent operated by volunteer groups. Fourteen per cent were operated by community hospitals and the remainder by public hospitals.

Unionism in Spain

So-called union "activists" in Spain are outlaws in the eyes of the government and are subject to arrest and prosecution for sowing labor unrest.

Spanish law prohibits labor stoppages and demonstrations because they are "subversive" and are crimes against "public order."

Spanish police have conducted a relentless campaign for years against organizations called "commissions"—loose alliances of workers, students, intellectuals, lawyers, sociologists and priests—dedicated to winning a better deal for working people.

Exports to U.S.S.R.

The Commerce Department recently okayed the licensing of a half billion dollars worth of heavy equipment for possible sale by United States companies to the Soviet Union for construction of a truck factory.

The approval brings the total of export licenses granted in recent months for machinery and other goods for the factory to a billion dollars.

Soviet authorities anticipate that the factory will produce 150,000 heavy trucks and 250,000 diesel engines a year.

Freeze Confusion

Treasury Secretary John B. Connally and Commerce Secretary Maurice H. Stans delivered two differing viewpoints about the future of the wage-price freeze in speeches they made on the same day in mid-November.

Both cabinet officers spoke in New York City.

Connally asserted that "we should be able within a year to cast off many, if not all, the stabilization controls."

Stans asserted that Americans have the future of the freeze in their own hands—that such controls will continue "in inverse ratio to the amount of cooperation we get."

Labor Lawyers Complain

Many labor attorneys are complaining about what they call a growing "pro-employer" bias in decisions by the National Labor Relations Board.

One AFL-CIO lawyer cited as an example the Board's recent decision to shun ruling on disputes where the contract provides for arbitration. The dcision was interpreted as meaning, in effect, that many unions will lose a place to which they can take grievances.

Another lawyer asserted that the Board nowadays is more apt to give credence to the employer viewpoint in unfair labor practice cases.

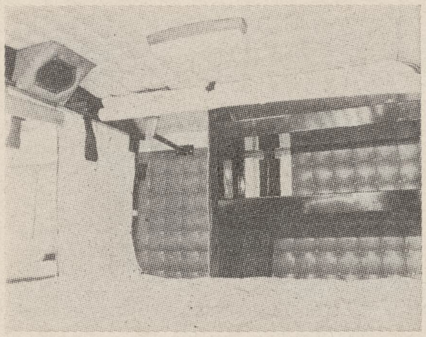
Testing Bias Barred

Regulations barring government contractors from using tests or other selection methods that discriminate against minorities or women have been issued by the Department of Labor.

Under the new regulations, any federal contractor or subcontractor using tests to select persons for hire, transfer, promotion, training or retention must have evidence available showing that the test is not used to discriminate.

WHAT'S NEW

Sleeper Furnishing



There may be "no place like home" but anything that can be done to help is appreciated. A new idea in custom cab luxury is now being marketed with the thought of making drivers on the road as "at home" as possible while on the road.

The luxury in cab furnishings begins with a full length double bed with an innerspring mattress, curtained clothes storage area, space for a suitcase, reading lights, a radio speaker and fabric linings in any color or combination of colors.

●

Level Monitor

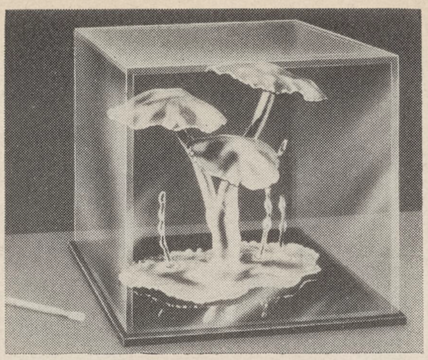
A solid state optical sensor which provides high reliability and maintenance-free operation could well replace float meters and dip stick measuring of fluids in fuel tanks, oil pans, transmissions and brake fluid reservoirs.

The new system has been developed around a specially designed glass prism screw mounted inside the liquid reservoir. When covered with liquid, the prism refracts light and dissipates it into the fluid. When the liquid level drops below the prism (below desirable levels), it reflects an input light into an optical pickup mechanism which sends the electrical impulse on to a display area where the monitor registers the accurate level of the fluid and flashes a warning to the operator.

The schematic drawing at right diagrams the overall operation of the system in a typical fluid measuring situation.

●

Metal Sculptures



Hand crafted and unique metal sculptures in 4-inch cube plexiglass display containers are now available from a West Coast manufacturer.

According to the producer, all designs are hand crafted by artisans working from designer models. In all, eleven different designs are offered in blends of copper and brass as illustrated in the model shown above.

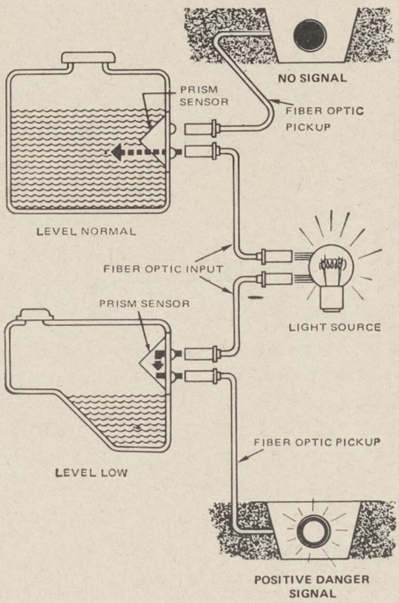
●

Trailer Landing

A fully hydraulic, automatic power landing gear system has been introduced for trailer manufacturers. The mechanism allows the driver to throw one lever and walk away while the legs lower automatically and the trailer is lifted to an ideal height for uncoupling and recoupling. The system automatically shuts itself off.

Individual controls allow for leveling of trailers as well as additional height adjustments.

●



Pocket Page

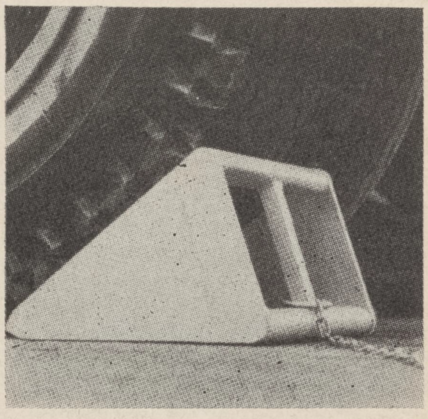
For easy access to messengers, and important folks, a major electronics firm offers a pocket page device, only slightly larger than a fountain pen and weighing less than four ounces.

The radio-controlled device provides large area coverage enabling nearly instant communication with home, office or answering service.

For utility, the device is clipped to pocket or lapel and, because of its size, is relatively unobtrusive.

●

Wheel Chock



Loading dock personnel and drivers are now required to chock the rear wheels of trucks and trailers which are boarded by power material handling equipment. This new chock meets all standards required by the Department of Transportation and provides for easy removal by means of metal chain.

●

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD

Fair Comparison

When a little donkey was startled by a foreign car on a roadway, it gasped, "What are you?'

"I'm an automobile," replied the tiny car. "And what are you?"

"I," replied the donkey, swelling with pride, "am a horse!"

●

Blow-Up

There was a loud explosion in the back room of the drug store. The pharmacist staggered out, his face stained with smoke, his glasses broken and his jacket in shreds. He said to the lady customer, "Have your doctor write out that prescription again—and this time tell him to *print* it.

●

Ten Cent Value

The dime isn't entirely worthless—it makes a fairly good screwdriver.

●

Had Enough

"Didja hear about our shop foreman? He was so flabbergasted when his wife had quadruplets that he ran out and bought a fifth!"

●

Perfect Squelch

Terminal Manager: "This is the end. You're fired!"

City Driver: "Fired!? I allus thought slaves were sold"

●

Life Line

"Yes," said the mountain climber, "I always keep a rope tied around my waist. It has saved my life more than once."

"But," said the listener, "it must be awful to be left hanging from a rope. Don't you ever feel nervous?"

"Well, not exactly nervous," came the reply. "Just highly strung."

Definitions

Fault Finding—The most common type of unskilled labor.

Accident—A surprise arranged by nature.

Alimony—The high cost of leaving.

Baby—The perfect example of minority rule.

Progress—The continuing effort to make the things we eat, drink, and wear as good as we think they used to be.

Psychiatrist—A doctor who can't stand the sight of blood.

●

Antidote

"You've got low blood pressure," said the doctor grimly.

The startled patient looked up, "you gotta do something to cure me, doc!"

"I'll take care of that right now," said the doctor as he finished writing the bill.

●

True Mourner

Lawyer: "What's the change you want made in your will?"

Miserable Mechanic: "I'm leaving everything to my wife, but only if she marries again within a year. Then I'll know somebody will be sorry I died!"

●

Used TV

Sign on a Birmingham TV set: "For sale, It's had only one owner—a little old lady with weak eyes."

●

New Flavor Ice Cream

Truck Driver: "I guess I'll have ice cream for dessert. What flavor do you have?"

Diner Waitress: (in a hoarse whisper): "Vanilla, chocolate and strawberry."

Truck Driver (sympathetically): "Have you got laryngitis?"

Waitress: "No, just vanilla, chocolate and strawberry."

●

The Golfer's Bride

A foursome of golfers were just setting up on the first tee, when three members of the group were startled by the sight of a beautiful young woman in a bridal gown and veil making her way toward them.

Calmly looking up from a practice swing, the fourth golfer frowned and snarled, "Look, I told you *only* if it rained!"

●

Good Question

The kindergarten teacher was instructing the youngsters in her class as to the proper classroom etiquette.

"If anyone must go to the bathroom during the day, please raise your hand," the teacher explained.

"How does that help?" asked one of her students.

FIFTY YEARS AGO
in Our Magazine

MILK
BAKERY

Vol. XVIII *(From the December, 1921, issue of the TEAMSTER)* **Number 12**

Fake Co-ops Quit Under State Probe

FEARING criminal prosecution as a result of an investigation by New York state officials, the Co-operative Society of America has announced that it will cease doing business in that state.

Under questionable pretenses, the Co-operative has been soliciting the sales of certificates to individuals who are told that when a certain percentage of these certificates are sold in a neighborhood that there will be a grocery store opened where they will get a rebate on groceries.

The society is headed by three "trustees" who are also trustees of a parcel of ten acres of land in Michigan. These "trustees" are a self-perpetuating body to administer this estate for the benefit of unnamed persons thereafter to become beneficiaries through the purchase of "beneficial interest" certificates. These "shares" represent a percentage of the co-op, according to the promoters—but there is no definition of concrete assets, so in reality the shares are meaningless.

Under the plan, funds have rolled into the coffers of the trustees and investers have received nothing in return.

Six months ago, Federal Judge Landis enjoined the society from selling stock in the state of Illinois. In his decision to enjoin the operation the Judge remarked; "the whole thing is unclean wherever you touch it."

Genuine co-operatives in the nation are doing their utmost to expose the methods of shady operation and are seeking to root out the method wherever it crops up.

Government Seeks To Cut Worker's Wages; But Pays Federal Bank Employees Well

While the government swells the deafening chorus for wage reductions, there is no censure against the federal reserve bank of New York—maintained and controlled by the government—for its salary increase of nearly 300 percent to 21 officials.

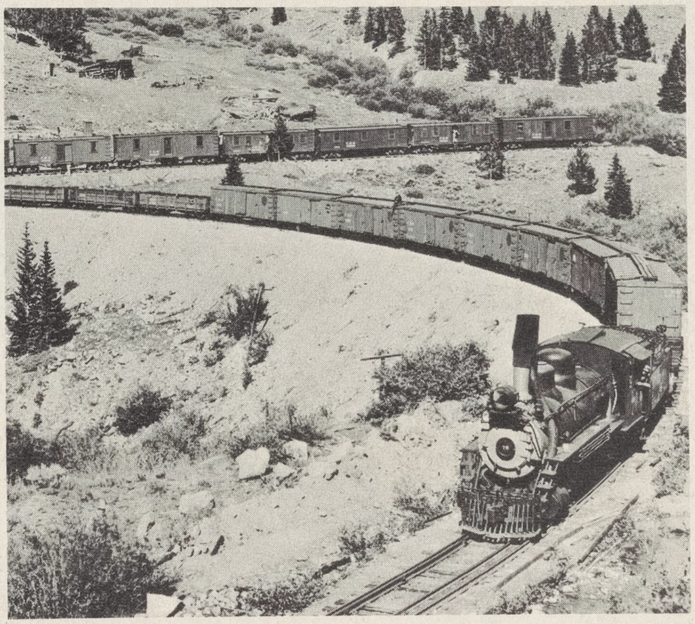
The figures were prepared by John Skelton Williams, former comptroller of the currency, and were used by Senator Heflin of Alabama in a reply to Senator Nelson of Minnesota, who disapproved "high" wages to workers.

The figures show that 21 persons connected with the federal reserve bank of New York were formerly paid a total of $121,800 a year. They are now paid a total of $349,000 a year.

Formerly, the average for each of these persons was $5,800 a year, but the average is now $11,800 a year.

Some of the increases are: Benjamin Strong, from $30,000 to $50,000; Pierre Jay, from $16,000 to $30,000; J. H. Case, from $20,000 to $30,000; E. R. Kenzel, from $4,000 to $25,000; L. F. Sailer, from $7,000 to $25,000; G. L. Harrison, from $4,000 to $22,000; L. H. Hendricks, from $6,000 to $18,000; Shepard Morgan, from $5,000 to $15,000.

"The next time one of you senators feel called on to get up here and lambast labor," said Senator Heflin, "I suggest that you clean up the high salary scandal at the reserve bank in New York."



In 1921 the clash between railroad management and railroad employees continued unabated. While the president of the Pennsylvania railroad earned $75,460 that year, the average rail worker earned less than $1,500 annually. In addition to exploiting their employees, the railroads were profiting from enormous public subsidies, both federal and local. Total railroad assets in 1921 were estimated at more than $20,000,000.

Strikebreaking Techniques

Insurance Firm Declared Insolvent, Fears Receiver

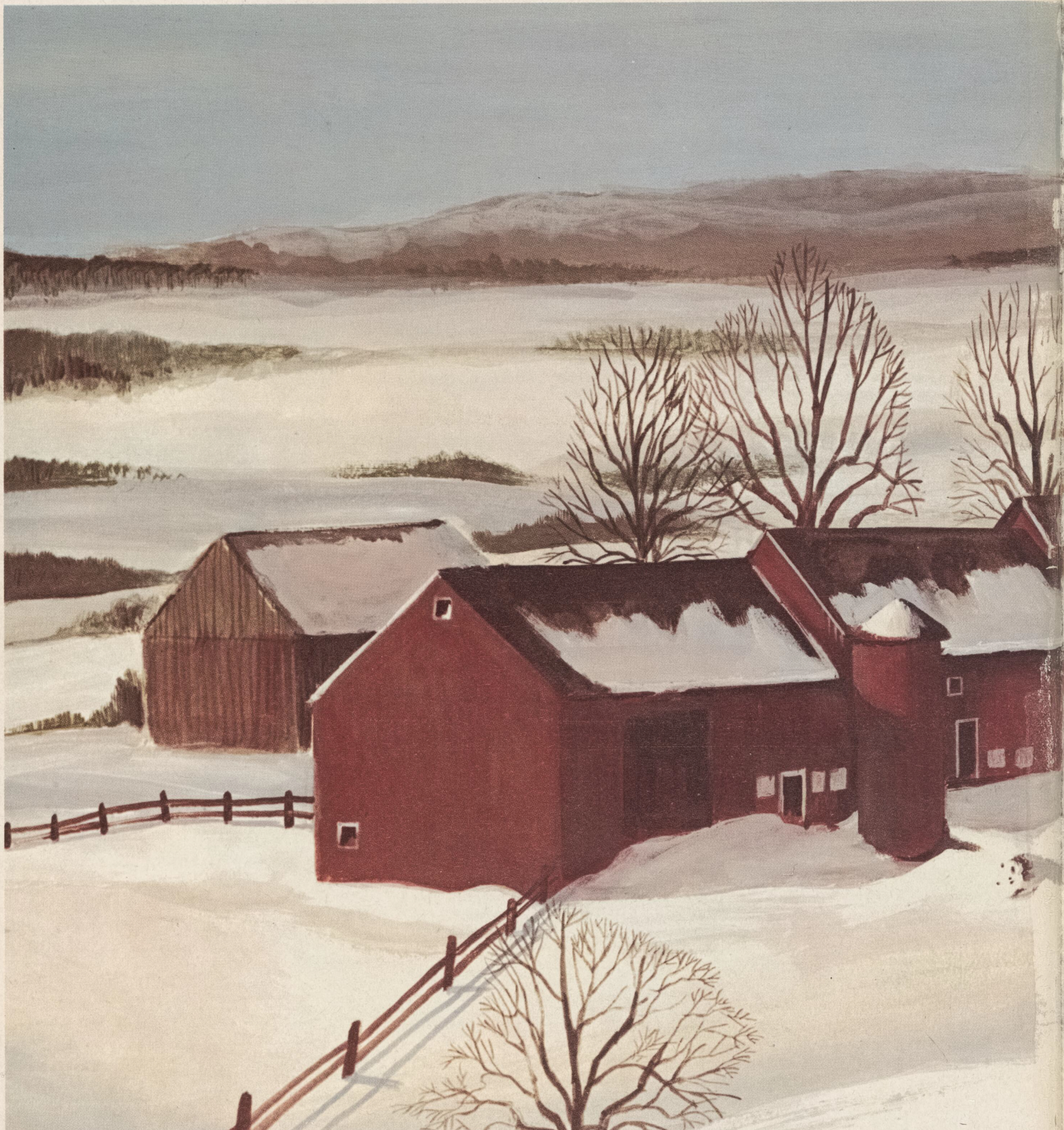
Representatives of the stockholders of Employers Mutual Insurance and Service Company, a strike insurance firm, has petitioned to the courts to postpone a decision to put the company under receivership for inability to meet its obligations.

A receivership for the company may mean that the methods which the company has used to break strikes will be investigated, hence the purpose of these employers in opposing these proceedings.

The committee of the majority of the policyholders of this organization is composed of three printing firms, two of whom locked out their workmen on May 2 of this year.

The state insurance department has examined the financial affairs of this concern and reports to the court that the concern is insolvent, having liabilities in excess of more than a million dollars.

It is unlikely that the company will be able to forestall the receivership nor will they be able to squash the information which will surface once an independent party gets a look at their books and methods.

Peace on Earth Good Will Toward Men